

# Born Again Bargains Inc

Executive Director / CEO

EIN 810852392  
 MS · NTEE P29  
 FY ending 2023-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Kathryn A McNair, Executive Director / CEO** (\$25,934) against **every comparable organization** that fit the selection criteria — **450** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

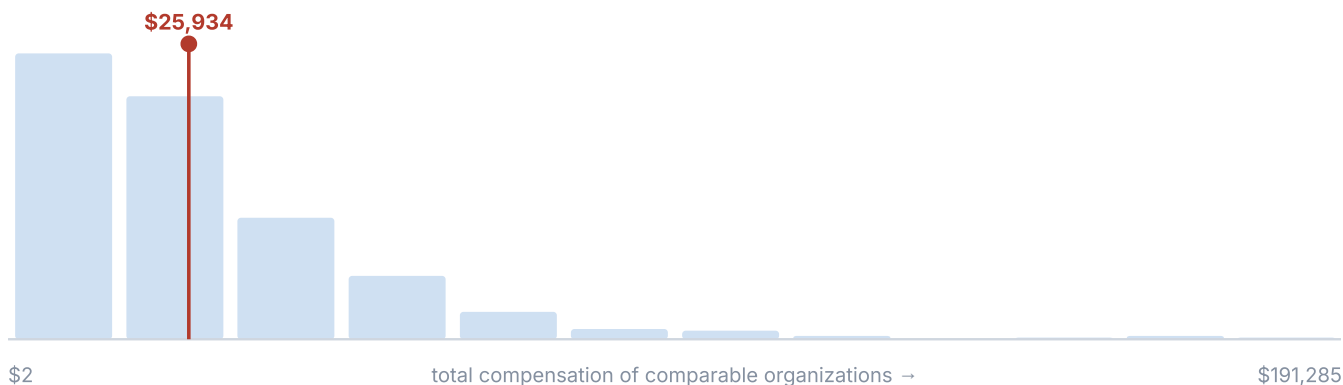
**Benchmarked executive:** Kathryn A McNair — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29).
BUDGET	Total revenue between \$49,350 and \$110,487 — 0.67x to 1.50x the subject's \$73,658 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**450** organizations qualified on sector, size, and geography → **450** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$4,914	\$11,238	\$21,271	\$36,075	\$54,951	\$25,934
---------	----------	----------	----------	----------	----------



## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MS cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cds Housing Development Fund</a>	NY	\$73,754	President And Co	\$23,348	<b>\$18,943</b>	2023
<a href="#">Lss Housing 26th Street Inc</a>	WI	\$73,847	President	\$38,239	<b>\$35,857</b>	2023
<a href="#">Agua Es Vida</a>	SC	\$73,901	Ceo	\$17,700	<b>\$16,580</b>	2023
<a href="#">Indian Center Inc</a>	NE	\$73,913	Acting Executive Director	\$12,394	<b>\$11,969</b>	2023
<a href="#">Maxcen Housing Society Inc Ohio Branch</a>	OH	\$73,359	President	\$5,188	<b>\$4,792</b>	2024
<a href="#">Disability Connections Foundation</a>	MI	\$73,959	Executive Di	\$2,307	<b>\$2,077</b>	2024
<a href="#">Rise Together Ministries</a>	MO	\$73,112	Director	\$28,800	<b>\$27,388</b>	2023
<a href="#">Children Requiring A Caring Community</a>	NC	\$73,080	Executive Direc	\$59,800	<b>\$55,479</b>	2023
<a href="#">Living Stones Village Usa Limited</a>	CA	\$74,345	President	\$40,000	<b>\$31,012</b>	2023
<a href="#">International Mission Center</a>	MO	\$72,854	President	\$51,000	<b>\$45,894</b>	2025
<a href="#">Family Promise Of Southwestern</a>	PA	\$74,481	Executive Di	\$58,396	<b>\$52,287</b>	2023
<a href="#">Christian Outreach Training And Research Institute</a>	CA	\$74,798	President/director	\$300	<b>\$226</b>	2024
<a href="#">Harborside Apartments Inc</a>	NJ	\$74,918	President	\$20,324	<b>\$16,293</b>	2023
<a href="#">40 West Assistance &amp; Referral Center Inc</a>	MD	\$74,929	Center Director	\$22,500	<b>\$18,345</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Jenkins Living Center Foundation</a>	SD	\$74,944	President/ceo	\$6,555	<b>\$6,309</b>	2024
<a href="#">Tampa Bay Economic Prosperity Foundation</a>	FL	\$75,000	President/ceo	\$59,083	<b>\$48,406</b>	2024
<a href="#">Porsesh Policy Research Institute</a>	WA	\$75,000	President	\$18,776	<b>\$15,093</b>	2023
<a href="#">Stewartstown Area Senior Citizens Center Inc</a>	PA	\$75,068	Director	\$34,580	<b>\$30,074</b>	2024
<a href="#">Greater Portland Economic Development</a>	OR	\$75,085	Executive Director	\$36,591	<b>\$30,510</b>	2023
<a href="#">Hermosa Beach Kiwanis Foundation</a>	CA	\$72,205	Director	\$6,000	<b>\$4,519</b>	2024
<a href="#">Federation Of Organizations Housing</a>	NY	\$75,155	Cfo	\$49,604	<b>\$40,246</b>	2023
<a href="#">Crystal Garden Children's Center Inc</a>	MA	\$75,243	President	\$51,520	<b>\$39,335</b>	2025
<a href="#">Freedom Sailing Camp Of Fl Inc</a>	FL	\$75,281	Vice President	\$4,749	<b>\$3,891</b>	2024
<a href="#">Wedgefield Home For Kids</a>	SC	\$75,424	Cfo/treasure	\$400	<b>\$364</b>	2024
<a href="#">Walker Methodist Health Center Inc</a>	MN	\$71,858	President/ceo	\$29,924	<b>\$25,786</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MS cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	450 organizations. Compensation range \$2–\$191,285; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$73,658); for reference, expenses \$76,274 and assets \$26,805.
ROLE MATCH	Kathryn A McNair, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	159 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	37 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Kathryn A McNair) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 450 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,934 is reasonable (approximately the 60<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

---

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.