

New Beginnings Reentry Services Inc

Executive Director / CEO

EIN 811525549

MA · NTEE I40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stacey K Borden, Executive Director / CEO** (\$107,870) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

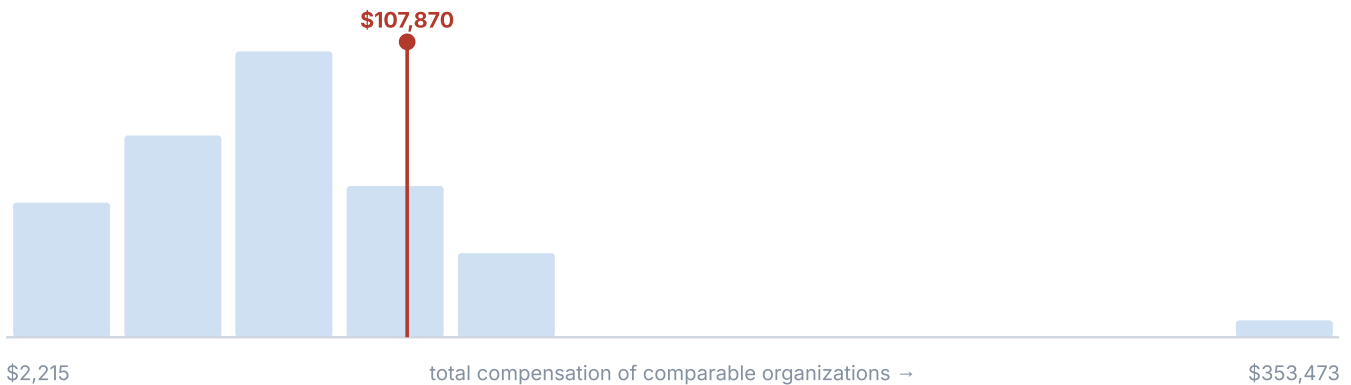
Benchmarked executive: Stacey K Borden — reported title “EXEC. DIR. & BOARD MEMBER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I40).
BUDGET	Total revenue between \$323,000 and \$723,136 — 0.67x to 1.50x the subject's \$482,091 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I40), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,535	\$41,582	\$70,623	\$98,463	\$121,663	\$107,870
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■ 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 MA 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
Florida Foundation For Correctional	FL	\$485,052	Executive Director	\$117,000	\$122,313	2024
Freedom Education Project Puget Sound	WA	\$502,179	Executive Director From May 2024	\$112,497	\$112,083	2024
Red Lodge Transition Services	OR	\$454,677	Executive Dir.	\$60,345	\$62,362	2024
Scatter Joy Acres	NE	\$510,314	Exec Director	\$51,877	\$63,925	2023
Pathways Kitchen	TN	\$510,832	Ceo	\$120,000	\$140,368	2024
Arkansas Paws In Prison Foundation	AR	\$510,855	Treasurer	\$18,000	\$22,516	2024
Hartford Community Resorative Justice Center Inc	VT	\$448,296	Executive Director	\$62,170	\$71,692	2023
Community Recovery Alliance Inc	MI	\$445,168	Executive Di	\$69,995	\$80,398	2024
The National Incarceration	GA	\$520,544	President &	\$17,017	\$19,041	2024
Fringe Industries	OH	\$435,573	Director	\$33,074	\$38,983	2024
Turnkey Development Institute	OH	\$428,042	President & Ceo	\$291,293	\$353,473	2023
Hope For Tomorrow Inc	IL	\$540,320	President/exec/clinic	\$123,086	\$138,638	2023
Artistic Noise Inc	NY	\$541,465	Executive Director	\$94,495	\$95,022	2024
Discipleship Unlimited Inc	TX	\$422,166	President	\$93,012	\$106,596	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Strategies To Overcome Obstacles	MI	\$415,961	Executive Di	\$90,196	\$103,601	2024
Branch Of Goodness Agape Rehabilitation Center	TX	\$415,421	Director	\$30,000	\$33,395	2024
Men And Women Of Purpose	CA	\$549,093	Intermin Ceo	\$90,510	\$86,973	2024
Saving Grace Min Of Rochester Inc	NY	\$410,413	President	\$53,092	\$53,388	2024
Youth-led Justice	ME	\$407,221	Co-director	\$39,214	\$44,987	2023
Miles Of Freedom	TX	\$557,077	President	\$77,000	\$85,714	2024
Pathway To Promise Inc	VA	\$401,323	Chief Executive Officer	\$14,813	\$15,916	2024
My Way Out Inc	WI	\$399,041	Executive Director	\$83,248	\$96,750	2024
Heartbound Ministries Inc	GA	\$566,813	Executive Director	\$32,000	\$36,863	2023
Center For Correctional Concerns	IL	\$396,642	Executive Di	\$63,575	\$69,553	2024
No More Tears Inc	CA	\$394,088	President	\$68,144	\$67,416	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2024 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 MA 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.

Sample, role match & sensitivity

PEER COUNT 52 organizations. Compensation range \$2,215–\$353,473; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$482,091); for reference, expenses \$675,904 and assets \$259,553. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stacey K Borden, reported title "EXEC. DIR. & BOARD MEMBER", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	79 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	77 th

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 (Stacey K Borden) 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 9, 2026, comparing compensation against 52 similarly situated organizations (Same NTEE sector (I40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$107,870 is reasonable (approximately the 79th 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 9, 2026.