

Alpha New England Inc

Executive Director / CEO

EIN 043402613

MA · NTEE X21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Oelerich, Executive Director / CEO** (\$47,833) against **every comparable organization** that fit the selection criteria — **325** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

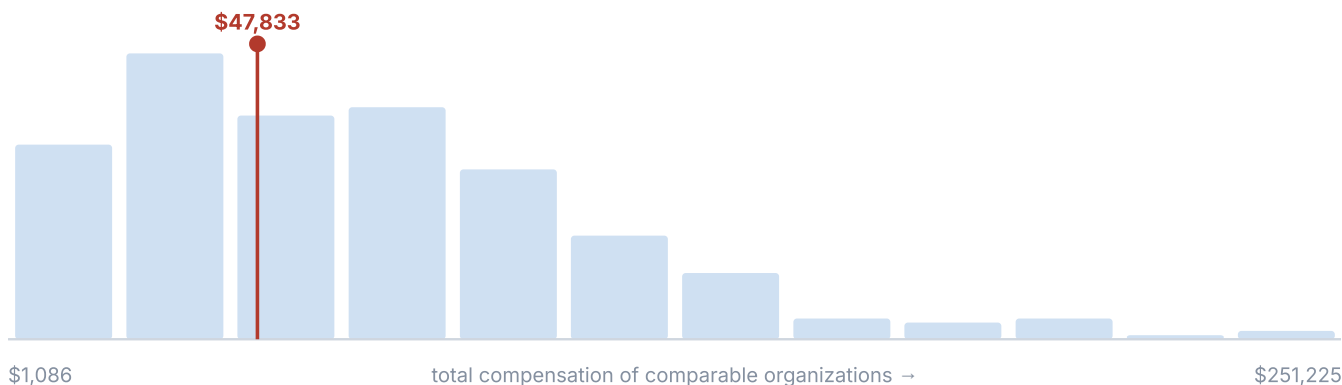
Benchmarked executive: Lisa Oelerich — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X21).
BUDGET	Total revenue between \$174,143 and \$389,874 — 0.67x to 1.50x the subject's \$259,916 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

325 organizations qualified on sector, size, and geography → **325** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,003	\$33,248	\$59,096	\$91,587	\$127,919	\$47,833
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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
Doulos Ministries Inc	MO	\$259,396	President/ce	\$121,355	\$138,931	2024
Apocalypse Ministries Inc	TN	\$259,278	President	\$73,847	\$86,381	2023
Biblical Foundations Academy	NC	\$259,240	Director	\$85,000	\$94,932	2024
Acts 17six Inc	TN	\$261,319	Vice-president	\$62,400	\$72,991	2023
Atk International Inc	KS	\$258,063	President	\$17,704	\$20,673	2024
Laban Ministries International Inc	TN	\$261,870	Administrator	\$74,100	\$82,020	2025
The Potters House Church	VA	\$257,883	Pastor	\$15,472	\$16,624	2023
Jerry Vines Ministries Inc	GA	\$262,000	Ceo	\$111,089	\$120,734	2024
Hope Africa Collective Inc	FL	\$262,320	President	\$27,600	\$28,025	2024
Inter-lutheran Theological Seminary	MI	\$262,476	President	\$98,614	\$113,270	2023
Discovering Truth Ministries	CA	\$262,786	President & Ceo	\$73,363	\$68,473	2024
Liberty Vision Of Hope Restoration Center Inc	NY	\$256,998	Brown	\$35,140	\$35,336	2023
Heartstrong Inc	KS	\$262,999	President	\$172,151	\$206,964	2023
Global Golf	TN	\$263,011	President	\$58,967	\$66,996	2024
Oasis Ministry	NC	\$263,119	President	\$21,987	\$25,282	2023
Harvest Christian Ministries	MD	\$256,546	President	\$33,433	\$33,785	2024
Pathway To Paradise Ministries	MO	\$263,490	President	\$70,900	\$81,169	2024
Black Sheep Motorcycle Ministry	CA	\$263,559	President	\$38,400	\$35,841	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mission Alive	TX	\$256,076	Executive Director	\$106,795	\$115,470	2024
First Brazilian Assembly Of God Church	SC	\$263,910	Pastor	\$24,000	\$27,863	2023
Pure Encouragement Inc	FL	\$255,905	Executive Di	\$112,900	\$114,641	2024
Great Among The Nations Inc	CA	\$254,918	President	\$47,387	\$44,228	2024
Brazilian Church Assembly Of God In Worcester	MA	\$264,975	Pastor President	\$46,800	\$46,800	2023
Joyful Word Ministries Inc	FL	\$265,410	President/sec.	\$71,089	\$74,317	2023
International Training Partners Inc	CO	\$254,246	President Trainer	\$86,921	\$92,750	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 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 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	325 organizations. Compensation range \$1,086–\$251,225; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$259,916); for reference, expenses \$137,762 and assets \$214,033. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lisa Oelerich, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	41 st
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	40 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 (Lisa Oelerich) 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 325 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,833 is reasonable (approximately the 41st 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.