

# Alpha Women's Center Of Lowell

Executive Director / CEO

EIN 061809255  
 MI · NTEE P83  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Christa Wetzel, Executive Director / CEO** (\$36,854) against the **2000** closest of **2,523** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Christa Wetzel — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P83).
BUDGET	Total revenue between \$140,151 and \$313,771 — 0.67x to 1.50x the subject's \$209,181 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**2,523** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$9,924	\$22,725	\$40,019	\$60,100	\$78,273	\$36,854
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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 MI 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="#">The Lion Project</a>	CO	\$209,109	Executive Director	\$70,000	<b>\$63,164</b>	2024
<a href="#">Warren County Small Business Development</a>	OH	\$209,273	Exec Director	\$80,496	<b>\$80,231</b>	2024
<a href="#">Parenting Special Kids Network Inc</a>	AZ	\$209,059	Ceo/president	\$91,380	<b>\$82,700</b>	2024
<a href="#">The South Carolina Juneteenth Freedom Fest</a>	SC	\$209,038	President And Founder	\$20,000	<b>\$21,043</b>	2022
<a href="#">Crestone Eagle Community Media</a>	CO	\$209,008	Former Director	\$30,000	<b>\$27,070</b>	2024
<a href="#">Crack The Wellness Code</a>	CA	\$208,999	Co-founder	\$60,000	<b>\$50,195</b>	2023
<a href="#">Deaf &amp; Hard Of Hearing Services Center Inc</a>	VA	\$208,988	Executive Director	\$9,950	<b>\$9,041</b>	2024
<a href="#">Nurturing Newborns</a>	CO	\$208,925	Manager	\$11,000	<b>\$9,925</b>	2024
<a href="#">Family Lines</a>	MT	\$208,913	Founder Manager	\$88,000	<b>\$89,265</b>	2024
<a href="#">Apple Seeds Inc</a>	TN	\$208,913	Exec Director	\$61,704	<b>\$62,838</b>	2023
<a href="#">Vintage La Conner</a>	WA	\$208,912	Treasurer	\$6,000	<b>\$5,055</b>	2024
<a href="#">The Foster Care Council Of Lexky Inc</a>	KY	\$209,482	Executive Dir.	\$40,000	<b>\$41,635</b>	2023
<a href="#">Village On The Isle Foundation Inc</a>	FL	\$209,517	Chief Executive Officer	\$11,687	<b>\$10,637</b>	2023
<a href="#">Grandparents Raising Grandchildren</a>	FL	\$209,556	Executive Di	\$36,550	<b>\$32,311</b>	2024
<a href="#">St Clair County Sav-a-life Inc</a>	AL	\$208,801	Executive Director	\$35,541	<b>\$36,132</b>	2024
<a href="#">Lane County Diaper Bank</a>	OR	\$209,574	Director	\$30,191	<b>\$26,384</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Catholic Charities Of Southern Nevada</a>	NV	\$208,733	Director	\$5,183	<b>\$5,033</b>	2023
<a href="#">Re-fined</a>	CO	\$208,677	Executive Di	\$73,528	<b>\$66,347</b>	2024
<a href="#">Perry County Council On Aging Inc</a>	IN	\$208,621	Executive Director	\$39,520	<b>\$39,219</b>	2024
<a href="#">Beyond New Beginnings</a>	MN	\$209,746	Executive Director	\$50,001	<b>\$47,867</b>	2023
<a href="#">Power Paws Assistance Dogs Inc</a>	AZ	\$208,603	Executive Director	\$68,267	<b>\$61,783</b>	2024
<a href="#">The Highland Thrift Shop Inc</a>	MD	\$208,567	Manager	\$38,437	<b>\$34,815</b>	2023
<a href="#">Together We Achieve</a>	IA	\$209,805	President	\$33,000	<b>\$34,002</b>	2024
<a href="#">Mission 615 Inc</a>	TN	\$208,542	President	\$61,000	<b>\$60,339</b>	2024
<a href="#">Legacy Family Network Foundation</a>	OK	\$209,839	Ames	\$48,400	<b>\$50,152</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	<b>2000</b> organizations. Compensation range \$161–\$360,133; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$209,181); for reference, expenses \$188,628 and assets \$246,561.
ROLE MATCH	Christa Wetzel, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	207 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Christa Wetzel) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,854 is reasonable (approximately the 46<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 9, 2026.