

Alpha Family Center Of

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Teresa Hathaway, Executive Director / CEO** (\$11,075) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

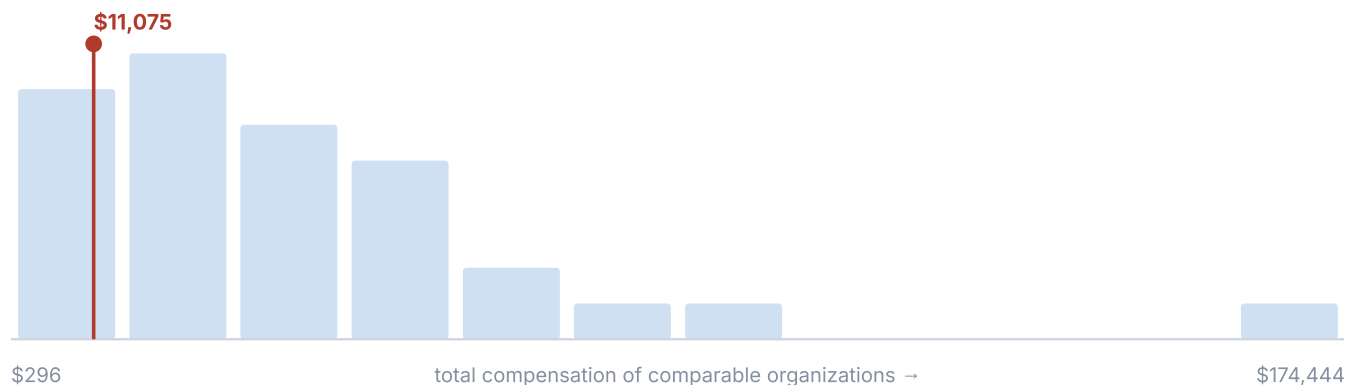
Benchmarked executive: Teresa Hathaway — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$74,539 and \$166,879 — 0.67x to 1.50x the subject's \$111,253 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,449	\$15,450	\$30,955	\$47,719	\$68,556	\$11,075
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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
H2o Missions Inc	OH	\$111,877	Treasurer/se	\$32,400	\$33,247	2024
Foundations For Living Inc	GA	\$110,518	Director	\$47,499	\$46,271	2024
Vermont Association Of Senior Centers And Meal Providers	VT	\$113,923	Ex. Director	\$65,810	\$64,175	2024
Pacific Living Alternatives	CA	\$107,366	President & Ceo	\$31,801	\$26,604	2024
Fairmont Area Kinship Inc	MN	\$105,789	Executive Di	\$22,959	\$22,628	2023
Masons Mission Foundation Inc	NY	\$104,780	President	\$15,800	\$13,832	2024
By Their Side Inc	MD	\$121,317	Executive Director	\$80,943	\$73,316	2024
Jb Line Inc	MA	\$125,227	President	\$35,190	\$31,541	2023
Fiona Jackson Center For Pregnancy Inc	FL	\$97,152	Exec Director	\$41,356	\$38,752	2023
Conaxion Inc	CA	\$126,782	President	\$23,500	\$20,240	2023
Manda Strong Foundation Inc	TX	\$95,458	Executive Director	\$15,000	\$14,966	2023
Christian Social Services Cent	KY	\$128,678	Director	\$32,954	\$33,418	2025
Pottsville Firemans Relief Trust	PA	\$93,437	Treasurer	\$1,500	\$1,449	2024
Southwest Colorado Accelerator Prog	CO	\$90,333	Executive Di	\$106,416	\$101,780	2023
Nursing Foundation Of Pennsylvania	PA	\$90,107	Ceo	\$1,194	\$1,187	2023
On Our Own Of Cecil County Inc	MD	\$133,190	Executive Director	\$33,195	\$30,955	2023
Sterling Community Center Inc	AK	\$85,767	President	\$532	\$493	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Upstream Access	OR	\$137,544	Secretary	\$9,275	\$8,345	2024
Roger L Von Amelunxen Foundation Inc	NY	\$137,553	Vice-pres, secretary & Dire	\$18,200	\$15,933	2024
Interplanetary Help Desk	TX	\$139,534	President	\$24,401	\$24,347	2023
Mlife	CA	\$82,885	President	\$30,713	\$26,453	2023
The Literacy Center For Dyslexia I	FL	\$141,696	President	\$6,625	\$6,030	2024
Thrive 360 Ministries Inc	FL	\$146,224	President	\$75,324	\$68,556	2024
Lafayette Fire Department Relief	MN	\$148,445	Secretary	\$300	\$296	2023
Long Island Coalition Against Bullying	NY	\$153,708	Executive Director	\$56,160	\$49,166	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	31 organizations. Compensation range \$296–\$174,444; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$111,253); for reference, expenses \$77,307 and assets \$428,517.
ROLE MATCH	Teresa Hathaway, reported title <i>"EXECUTIVE DI"</i> , 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 2 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	16 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 (Teresa Hathaway) 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 31 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,075 is reasonable (approximately the 19th 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.