

Alpha Omega Life Ministries

Executive Director / CEO

EIN 260562000

IL · NTEE P24

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Anita Gajewski, Executive Director / CEO** (\$46,494) against the **2000** closest of **3,799** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Anita Gajewski — reported title “Secretary/Administrator”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P24).
BUDGET	Total revenue between \$259,034 and \$579,927 — 0.67x to 1.50x the subject's \$386,618 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,799 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$17,643	\$34,466	\$57,029	\$78,083	\$99,802	\$46,494
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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 IL 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
Pillars4humanity	VA	\$386,619	Chief Executive Officer	\$102,948	\$101,108	2024
In His Care Ministries	TX	\$386,578	Ceo	\$122,500	\$124,642	2024
Jeffrey Foundation	CA	\$386,665	Pres./board	\$101,500	\$86,853	2025
Norcal Spinal Cord Injury Foundation	CA	\$386,505	Secretary And Vice President	\$20,800	\$18,809	2023
Tlc Child Care Inc	NJ	\$386,732	Trustee	\$21,182	\$19,237	2024
Texas Christian Community Development Network	TX	\$386,784	Executive Director	\$71,266	\$74,654	2023
New England Center For Family Connection	MA	\$386,805	Executive Director	\$61,679	\$56,378	2024
Homes With Hope Inc	TX	\$386,833	Executive Director	\$88,250	\$92,446	2023
Big Bird Daycare Inc	AL	\$386,395	Director	\$1,500	\$1,697	2023
Fresh Producers	CA	\$386,864	Director	\$14,773	\$12,976	2024
Tourettes' Foundation For Needy Children Inc	CA	\$386,297	Executive Director	\$29,465	\$26,644	2023
Shenandoah Alliance For Shelter	VA	\$386,985	Executive Director	\$51,853	\$49,613	2025
Personal Guardianship Services	OH	\$387,004	Exec Director	\$72,500	\$78,107	2024
Paraklesis Inc	MI	\$386,137	Executive Director	\$57,444	\$60,310	2024
Compassion To Act Incorporated	NC	\$387,192	Board Member, President	\$61,167	\$64,287	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Valley Care Association	PA	\$385,991	Chief Executive Officer	\$39,302	\$41,044	2023
Gridiron Greats Assistance Fund Inc	IL	\$387,303	Executive Director	\$65,000	\$65,000	2024
Isaiah House Inc	NY	\$387,311	Executive Director	\$84,789	\$77,933	2024
Come And See Preschool & After School	CA	\$385,895	President	\$99,000	\$84,713	2025
Inner City Hope Corporation	IN	\$385,862	Executive Di	\$16,000	\$17,163	2024
Children's Village Family Service	ND	\$385,796	Ceo	\$10,545	\$12,118	2023
Millbrook Early Childhood Education	NY	\$387,466	Executive Director	\$72,519	\$66,655	2024
Alpine Community Center Inc	CA	\$385,727	Executive Dir.	\$88,734	\$77,938	2024
Acts 1728 Dance Inc	WI	\$387,518	Director Of	\$31,005	\$32,937	2024
Maximum Accessible Housing - Lake	OH	\$385,653	President	\$24,629	\$26,534	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **2000** organizations. Compensation range \$262–\$562,220; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$386,618); for reference, expenses \$380,994 and assets \$21,920.

ROLE MATCH	Anita Gajewski, reported title " <i>Secretary/Administrator</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	133 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	41 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	37 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	32 nd

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 (Anita Gajewski) 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 13, 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 \$46,494 is reasonable (approximately the 37th 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 13, 2026.