

# Women4 Change Indiana Inc

Executive Director / CEO

EIN 814697309  
 IN · NTEE T50  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Angela Carr Klitzsch, Executive Director / CEO** (\$95,391) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

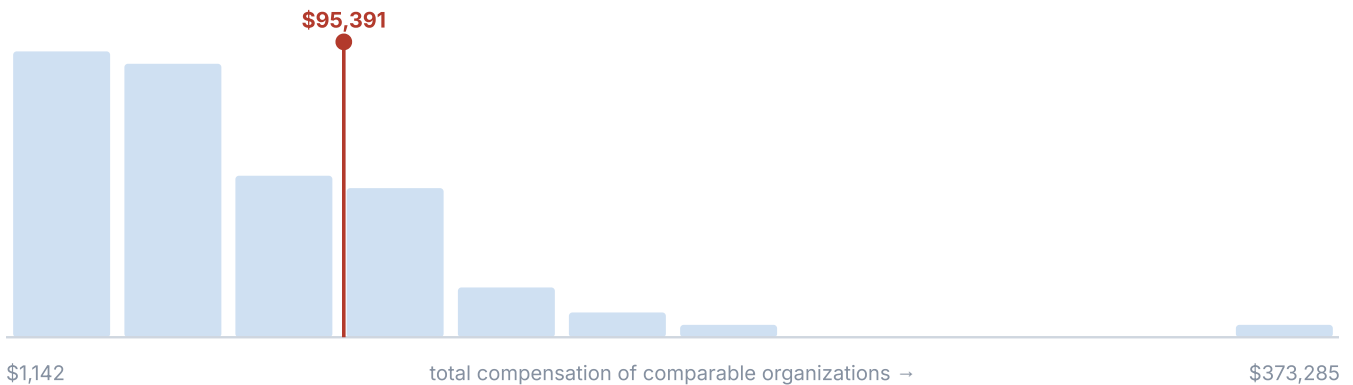
**Benchmarked executive:** Angela Carr Klitzsch — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$230,100 and \$515,149 — 0.67x to 1.50x the subject's \$343,433 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

**78** organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,758	\$29,628	\$58,781	\$93,474	\$125,949	\$95,391
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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 IN 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="#">Boardassist</a>	NY	\$345,655	Executive Director	\$435,634	<b>\$373,285</b>	2024
<a href="#">Friends With Benefit Charity Events Inc</a>	NC	\$347,090	Executive Director/board Member	\$18,800	<b>\$18,420</b>	2024
<a href="#">Historic Paradise Foundation Nfp</a>	SC	\$347,501	Executive Director/vice Chair	\$92,500	<b>\$89,149</b>	2025
<a href="#">Goods For Good</a>	DC	\$347,623	Executive Director	\$35,000	<b>\$29,125</b>	2024
<a href="#">Spur Inc</a>	MA	\$348,193	Executive Director	\$70,888	<b>\$62,190</b>	2023
<a href="#">Estero Bay Kindness Coalition</a>	CA	\$348,911	President	\$67,096	<b>\$56,563</b>	2023
<a href="#">Chair The Hope Inc</a>	ID	\$333,392	Executive Director	\$49,000	<b>\$50,889</b>	2023
<a href="#">Bethany's Equine And Aquatic</a>	GA	\$355,113	Executive Di	\$68,154	<b>\$69,645</b>	2022
<a href="#">The Nlg-nyc Chapter Foundation Inc</a>	NY	\$331,148	Volunteer Exec. Dir.	\$16,769	<b>\$14,369</b>	2024
<a href="#">Enhance Asian Community On Health Inc</a>	MA	\$357,082	Executive Director	\$49,114	<b>\$40,773</b>	2025
<a href="#">International Access To Missions</a>	MO	\$326,977	President	\$71,886	<b>\$74,331</b>	2023
<a href="#">Mission 2540</a>	TX	\$326,719	President	\$97,805	<b>\$95,514</b>	2023
<a href="#">Norfolk Family Coalition Inc</a>	NE	\$360,519	Co-executive Director	\$60,793	<b>\$62,003</b>	2024
<a href="#">Adaptiv Inc</a>	MA	\$361,160	Managing Director	\$99,000	<b>\$86,852</b>	2023
<a href="#">Magnify Mentoring</a>	DC	\$361,566	Mrs.	\$86,107	<b>\$71,652</b>	2024
<a href="#">Altadena Recovery Center</a>	CA	\$324,481	Ceo	\$21,975	<b>\$17,994</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Red Apple Edco</a>	MO	\$321,457	Executive Director	\$92,678	<b>\$95,831</b>	2023
<a href="#">Ministry Office</a>	MN	\$367,575	Coo	\$2,400	<b>\$2,249</b>	2024
<a href="#">Gay Mens Chorus Of Charlotte</a>	NC	\$370,855	Managing Artistic Director	\$60,000	<b>\$58,789</b>	2024
<a href="#">Keaton's Kindness Foundation Inc</a>	OK	\$309,106	Executive Director	\$50,000	<b>\$52,208</b>	2024
<a href="#">Wisconsin Masonic Center Foundation Inc</a>	WI	\$378,424	Executive Director	\$61,538	<b>\$62,744</b>	2023
<a href="#">Forward Giving Inc</a>	TN	\$379,656	President	\$6,674	<b>\$6,652</b>	2024
<a href="#">South Texas Christian Ministries</a>	TX	\$306,060	Executive Dir.	\$37,380	<b>\$35,457</b>	2024
<a href="#">Gmr Foundation For Research &amp; Educa</a>	CO	\$304,932	Executive Di	\$59,978	<b>\$54,536</b>	2024
<a href="#">Sauls Light Foundation</a>	LA	\$382,838	Executive Direc	\$38,462	<b>\$41,347</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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** 78 organizations. Compensation range \$1,142–\$373,285; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$343,433); for reference, expenses \$436,107 and assets \$326,577.

**ROLE MATCH** Angela Carr Klitzsch, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	74 <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 (Angela Carr Klitzsch) 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 78 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,391 is reasonable (approximately the 78<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.