

Family Business Alliance

Executive Director / CEO

EIN 822884232

MI · NTEE W03

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Kate Wezeman, Executive Director / CEO** (\$17,391) against **every comparable organization** that fit the selection criteria — **398** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kate Wezeman — reported title "Director", 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 (W03).
BUDGET	Total revenue between \$296,850 and \$664,591 — 0.67x to 1.50x the subject's \$443,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

398 organizations qualified on sector, size, and geography → **398** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,128	\$38,765	\$71,121	\$104,995	\$145,037	\$17,391
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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 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
Project Home Again	MA	\$441,725	President	\$85,000	\$76,188	2023
Moral Compass Federation Inc	VA	\$445,112	Ceo, Vice President	\$80,659	\$75,453	2024
Government Investment Officers Association	NV	\$440,968	Executive Director	\$9,500	\$9,499	2023
Roslyn Vfw Home Association	PA	\$440,300	Bar Manager Board Member	\$39,600	\$39,390	2023
Washington Dc Homeland Security	DC	\$446,271	President	\$196,000	\$171,557	2023
Saratoga Warhorse Foundation Inc	NY	\$439,809	Executive Di	\$155,357	\$140,027	2023
Neighbors United	MI	\$446,639	President	\$13,500	\$13,500	2024
Liet Harold R Cornwall Post 1298	KY	\$447,276	Quartermaster	\$6,500	\$6,966	2023
Defi Education Fund	DC	\$438,672	Ceo	\$230,477	\$201,735	2023
Alabama Postal Credit Union	AL	\$437,267	Manager/ceo	\$60,125	\$64,790	2023
New York State Association Of Traffic	NY	\$449,202	Treasurer	\$6,338	\$5,712	2023
National Memorial Of Military	IL	\$436,890	Secretary	\$10,800	\$10,287	2024
The Future Of Heat Intiative Inc	MA	\$436,175	Executive Director	\$62,500	\$54,413	2024
Returning Veterans Project	OR	\$435,384	Executive Dir.	\$109,882	\$98,862	2024
Citizens For Local Power Inc	NY	\$435,324	Former Executive Director	\$80,000	\$70,037	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California City Management Foundation	CA	\$434,938	Executive Director	\$129,394	\$111,447	2023
Browns Creek Water Co Inc	SC	\$434,394	Dir - Operat	\$58,640	\$61,020	2023
The Salvation Army Albuquerque Residences Inc	CA	\$453,092	President	\$32,694	\$28,160	2023
Michigan Credit Union Foundation	MI	\$432,747	Executive Director	\$3,029	\$3,118	2023
American Legion Walter Graham Post 332	IL	\$432,360	Manager	\$43,428	\$41,364	2024
Soldier On Foundation Inc	MA	\$454,212	Ceo, Director	\$18,020	\$16,152	2023
Pennsylvania Center For Employee	PA	\$456,673	Ceo And Trea	\$153,320	\$152,506	2023
Rjiok Foundation	OK	\$429,260	President	\$91,700	\$97,827	2024
Women Winning	MN	\$428,587	Executive Director	\$160,542	\$153,690	2024
Post Growth Institute	OR	\$457,975	Board Presidentd Of Equity	\$33,706	\$30,326	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 **398** organizations. Compensation range \$132–\$826,608; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$443,061); for reference, expenses \$419,118 and assets \$209,861.

ROLE MATCH	Kate Wezeman, reported title " <i>Director</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	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	12 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	89 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 (Kate Wezeman) 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 398 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,391 is reasonable (approximately the 12th 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.