

Alpha Alpha Alpha

Executive Director / CEO

EIN 831922082

PA · NTEE B40

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Carol Traupman-carr, Executive Director / CEO** (\$59,704) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

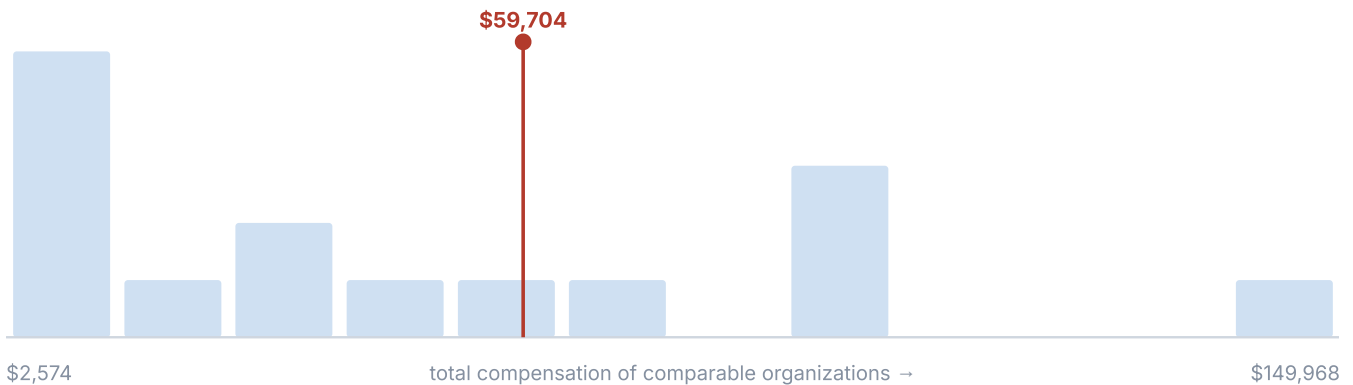
Benchmarked executive: Carol Traupman-carr — reported title “AAA President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B40).
BUDGET	Total revenue between \$131,760 and \$294,985 — 0.67x to 1.50x the subject's \$196,657 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B40), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,124	\$10,346	\$33,441	\$78,824	\$95,867	\$59,704
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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 PA 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
Game Changers Leadership Institute	CA	\$205,080	President	\$24,000	\$20,782	2023
Urantia University	CO	\$206,082	Secretary	\$51,063	\$49,099	2023
Sca University Of Theology And Spirituality	WA	\$206,642	President	\$102,623	\$89,491	2024
The Brother David Darst Center For	IL	\$181,803	Executive Director	\$70,006	\$69,015	2023
Gakko Hojin Tokai Daigaku	HI	\$173,684	Executive Director	\$9,380	\$8,180	2024
Brown Broadcasting Service Inc	RI	\$226,542	Vice President	\$2,756	\$2,574	2024
Boulder Institute Of Microfinance	NY	\$166,285	President	\$66,920	\$58,899	2024
Charlie Life And Leadership Academy	MN	\$154,958	President	\$33,750	\$33,441	2023
Marylandonline Inc	MD	\$152,573	Executive Director	\$94,542	\$88,633	2023
Leo Marchutz School Of Painting & Drawing Inc	OR	\$250,985	Executive Director	\$9,840	\$8,901	2024
Manara College	NJ	\$253,081	President	\$9,300	\$8,087	2024
Dream Partnership	PA	\$133,800	Executive Administrator	\$31,899	\$30,984	2024
Henry C Lee Institute Of Forensic Science Inc	CT	\$264,147	Executive Director	\$12,541	\$11,791	2023
Well-being Center Of Colorado	CO	\$276,284	Clinical Director/cofounder	\$107,197	\$100,117	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Endeavor Western New York Inc	NY	\$282,000	Managing Director	\$170,392	\$149,968	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	15 organizations. Compensation range \$2,574–\$149,968; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$196,657); for reference, expenses \$94,457 and assets \$189,473. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Carol Traupman-carr, reported title <i>"AAA President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	67th
Total compensation (D + F), as reported (no adjustments)	60th
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	93rd

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 (Carol Traupman-carr) 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 10, 2026, comparing compensation against 15 similarly situated organizations (Same NTEE sector (B40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,704 is reasonable (approximately the 67th 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 10, 2026.