

Marshallese American Network For Interacting Together

Executive Director / CEO

EIN 872448722
 OR · NTEE B99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lowel Alik, Executive Director / CEO** (\$67,800) against **every comparable organization** that fit the selection criteria — **427** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

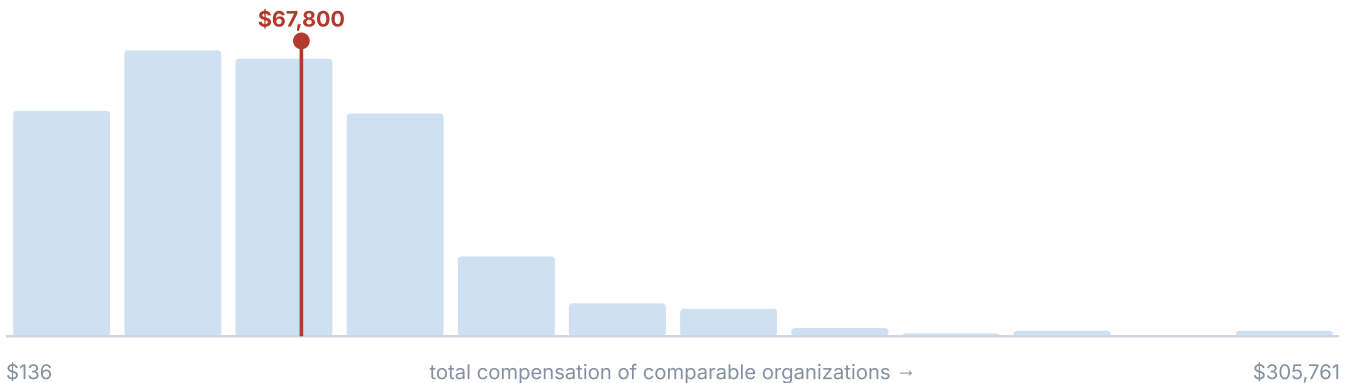
Benchmarked executive: Lowel Alik — reported title “Executive Director/Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$201,306 and \$450,685 — 0.67x to 1.50x the subject's \$300,457 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

427 organizations qualified on sector, size, and geography → **427** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,881 10TH	\$34,560 25TH	\$57,026 MEDIAN	\$82,821 75TH	\$112,853 90TH	\$67,800 THIS ORG · 61ST
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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 OR 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
262 Foundation Inc	MA	\$300,469	President	\$42,000	\$40,641	2024
Project Diva	MN	\$300,416	Executive Director	\$80,495	\$83,441	2025
C2e Incorporated	GA	\$300,619	Finance Dir	\$6,572	\$7,116	2024
Equalai Charitable Foundation	DC	\$300,000	Director, President	\$16,788	\$15,864	2024
Eastern Educational Resource	OR	\$301,148	President	\$52,500	\$54,051	2023
Pegasus Media Project	TX	\$301,363	Co-founder Exec Dir	\$55,978	\$58,743	2025
Lowcountry Maritime School	SC	\$299,340	Executive Director	\$64,414	\$70,497	2025
Harbaugh Coaching Academy Inc	MD	\$298,889	Secretary	\$25,717	\$25,890	2024
Justice And Soul Foundation	WA	\$298,489	Executive Director	\$35,000	\$34,740	2023
Capacity Catalyst	TX	\$298,161	Executive Director	\$40,625	\$45,052	2023
Cincinnati Interfaith Workers Cente	OH	\$302,833	Executive Di	\$75,561	\$86,179	2024
Being Built Together	CA	\$302,850	President	\$65,695	\$61,086	2024
Westminster Afc Inc	CO	\$297,458	Executive Director	\$15,231	\$16,191	2023
West Virginians For Affordable	WV	\$303,490	Executive Director	\$103,300	\$120,440	2024
Gods' Warriors Inc	GA	\$297,298	President	\$72,000	\$77,957	2024
Educare Central Maine	ME	\$296,987	Secretary/treasurer	\$29,486	\$31,794	2024
Community Enhancement Foundation Of Plains	KS	\$304,277	Member	\$6,507	\$7,793	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Harpwell Neck Fire & Rescue Inc	ME	\$296,538	Fire Chief	\$6,000	\$6,470	2024
Bad Girl Ventures Inc	KY	\$296,082	President & Ceo	\$109,199	\$126,333	2024
Game Meets Game Inc	MD	\$295,966	President & Ceo	\$58,253	\$58,645	2024
College For Kids	MO	\$305,159	Director	\$22,000	\$25,092	2024
National Association Of	DC	\$295,686	Executive Director	\$6,630	\$6,450	2023
Impact Bay Area	CA	\$294,978	Executive Dir.	\$62,184	\$57,821	2024
Fletcher Park Baptist Youth Foundation Inc	WY	\$294,388	Director, Secretary	\$48,812	\$57,947	2023
Red Salmon Arts	TX	\$293,557	Executive Dir.	\$62,700	\$67,538	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	427 organizations. Compensation range \$136–\$305,761; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$300,457); for reference, expenses \$217,782 and assets \$85,465.
ROLE MATCH	Lowel Alik, reported title <i>"Executive Director/Secretary"</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	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	61 st
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	56 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 (Lowel Alik) 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 427 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,800 is reasonable (approximately the 61st 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.