

# Keaukaha One Youth Development

Executive Director / CEO

EIN 205386779

HI · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shadd Keahi Warfield, Executive Director / CEO** (\$100,008) against **every comparable organization** that fit the selection criteria — **480** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

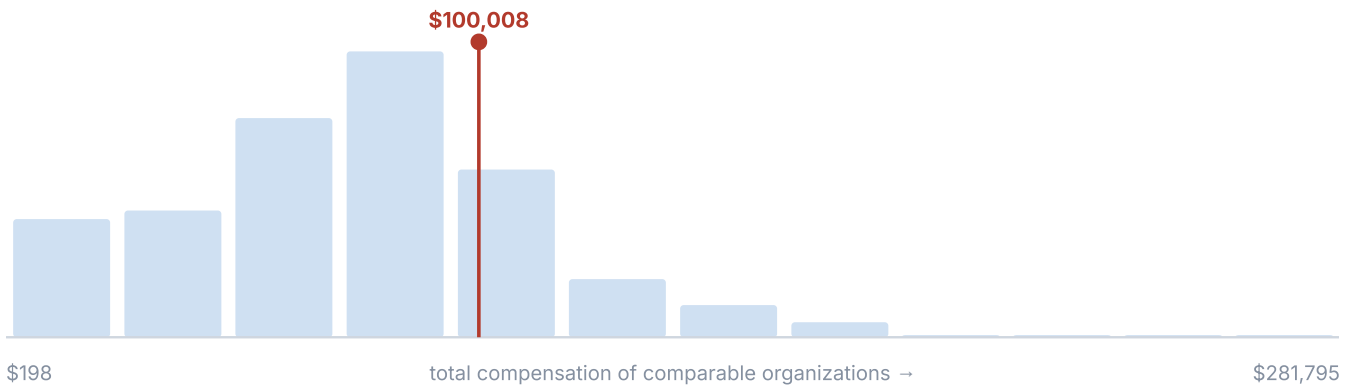
**Benchmarked executive:** Shadd Keahi Warfield — reported title “PRESIDENT/ED”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$314,737 and \$704,635 — 0.67x to 1.50x the subject's \$469,757 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**480** organizations qualified on sector, size, and geography → **480** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,754	\$49,382	\$75,586	\$96,173	\$120,069	\$100,008
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 79TH
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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 HI 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="#">Artpreneurs Inc</a>	MD	\$469,928	Executive Director	\$72,800	<b>\$73,839</b>	2024
<a href="#">Teen Lifeline Inc</a>	TX	\$470,297	Officer	\$108,087	<b>\$120,764</b>	2023
<a href="#">Nycsalt Inc</a>	NY	\$469,111	Founder & Chief Executive Officer	\$162,758	<b>\$164,271</b>	2023
<a href="#">First Priority Of Tampa Bay Inc</a>	FL	\$469,071	President	\$86,250	<b>\$87,904</b>	2024
<a href="#">Cherry Creek Youth Sports</a>	CO	\$470,553	President	\$28,750	<b>\$30,791</b>	2023
<a href="#">The Orange Duffel Bag Initiative Inc</a>	GA	\$470,780	President	\$68,251	<b>\$76,650</b>	2023
<a href="#">Second Life Bikes Inc</a>	NJ	\$473,493	Vice Preside	\$60,000	<b>\$59,835</b>	2023
<a href="#">Joe's Place Ministries</a>	OR	\$464,999	Executive Di	\$60,262	<b>\$60,713</b>	2024
<a href="#">Education Francaise Greater Houston</a>	TX	\$475,249	Executive Director	\$65,500	<b>\$69,250</b>	2025
<a href="#">Club Esteem Inc</a>	FL	\$463,856	Executive Director	\$88,490	<b>\$90,186</b>	2024
<a href="#">Mill Town Foundation</a>	SC	\$463,666	Director	\$8,730	<b>\$9,881</b>	2024
<a href="#">Girls Embracing Mothers Inc</a>	TX	\$463,500	Chair And President	\$89,160	<b>\$96,759</b>	2024
<a href="#">Communities In School Of Greenbrier</a>	WV	\$463,401	Executive Dir.	\$75,210	<b>\$90,956</b>	2023
<a href="#">Resources To Inspire Students &amp; Educators-dc</a>	DC	\$462,921	Executive Director	\$95,000	<b>\$93,114</b>	2023
<a href="#">Deep South Little Britches Rodeo Associa</a>	LA	\$477,537	Treasurer	\$5,452	<b>\$6,514</b>	2024
<a href="#">Foundation For The Child Victims Of The Family Court</a>	SC	\$479,508	President	\$56,000	<b>\$65,253</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Llc</a>						
<a href="#">Lightning Boy Foundation Inc</a>	NM	\$480,724	Administrator Bookkeeper	\$31,500	<b>\$36,756</b>	2024
<a href="#">Save Girls On Fyer Inc</a>	CT	\$458,759	President, Ceo	\$90,000	<b>\$94,253</b>	2023
<a href="#">Opportunity Scholars</a>	VA	\$480,827	Director	\$37,477	<b>\$40,417</b>	2023
<a href="#">Americas Youth Outreach Program</a>	CA	\$481,433	President	\$96,000	<b>\$89,934</b>	2024
<a href="#">Girls On The Run Of Central Ohio</a>	OH	\$458,015	Council Director	\$67,662	<b>\$77,748</b>	2024
<a href="#">The Rock Center</a>	CO	\$457,880	Executive Dir.	\$89,816	<b>\$93,433</b>	2024
<a href="#">Fatherhood Revisited</a>	OH	\$482,080	Ceo Vice President Of Board	\$81,800	<b>\$93,993</b>	2024
<a href="#">Adventure Works Of Dekalb</a>	IL	\$457,343	Executive Di	\$98,032	<b>\$104,558</b>	2024
<a href="#">Girls On The Run Las Vegas</a>	NV	\$456,919	Executive Dir.	\$90,945	<b>\$96,351</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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** 480 organizations. Compensation range \$198–\$281,795; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$469,757); for reference, expenses \$440,482 and assets \$364,003.

**ROLE MATCH** Shadd Keahi Warfield, reported title "*PRESIDENT/ED*", 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** 11 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	79 <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 (Shadd Keahi Warfield) 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 480 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,008 is reasonable (approximately the 79<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.