

Lifewerks Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Charles S Kieffer Iii, Executive Director / CEO** (\$3,000) against **every comparable organization** that fit the selection criteria — **335** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Charles S Kieffer Iii — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B99).

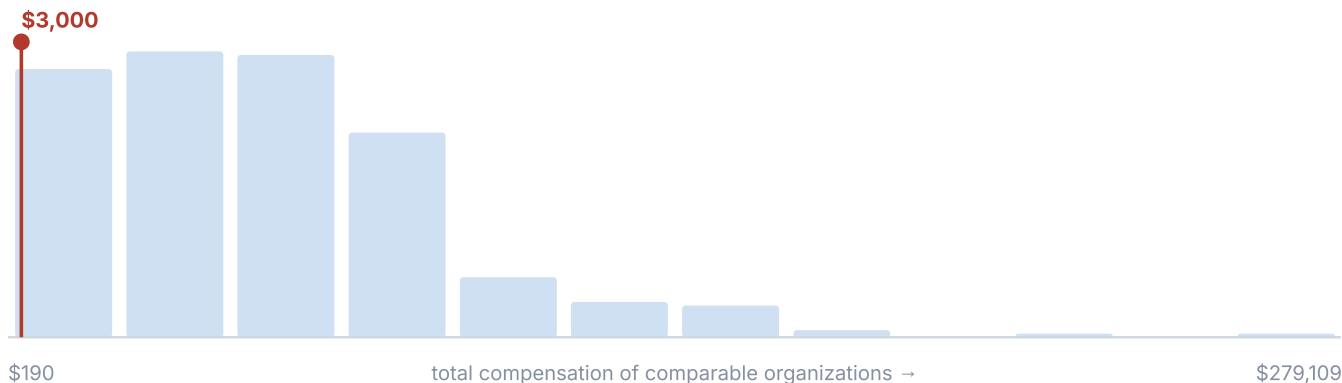
BUDGET Total revenue between \$153,494 and \$343,644 — 0.67x to 1.50x the subject's \$229,096 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

335 organizations qualified on sector, size, and geography

→ **335** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,046

\$27,239

\$49,058

\$74,585

\$100,692

\$3,000



■ 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
Michigan Leagues Of Academic Games	MI	\$228,852	Executive Director	\$3,000	\$3,197	2023
The Partnership For Excellence	OH	\$229,942	President &	\$152,192	\$166,416	2023
Everybody Wins Atlanta Inc	GA	\$227,915	Executive Director	\$68,245	\$70,842	2023
Christian Learning Center Inc	MS	\$227,592	Executive Director	\$8,000	\$9,198	2023
Wikitongues Inc	NY	\$230,663	Executive Director	\$59,796	\$55,783	2023
Jandernoa Entrepreneurial Mentoring	MI	\$227,525	Executive Di	\$132,515	\$141,208	2023
Regina Inc	SC	\$227,382	Executive Di	\$45,000	\$47,076	2024
Vehicle For Change Inc	OH	\$231,281	Executive Di	\$20,000	\$21,242	2024
Little Lobbyists Family Alliance	MD	\$231,498	Executive Director	\$80,000	\$75,000	2024
Theo Inc	ND	\$226,676	Executive Director	\$54,718	\$60,215	2024
Hip Hop Congress Inc	CA	\$226,661	Executive Director	\$2,500	\$2,229	2023
Noshami Institute	NH	\$226,447	Executive Director	\$60,020	\$57,216	2023
City Youth Matrix	MD	\$226,278	Executive Director	\$18,000	\$16,875	2024
Bluegrass Institute For Public Policy So	KY	\$232,293	President	\$64,834	\$68,049	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youthlaunch Inc	TX	\$232,340	Executive Director	\$108,333	\$105,867	2025
New Beginnings Pregnancy Services Inc	AR	\$232,407	Director	\$42,414	\$47,808	2024
Corner Post Media	UT	\$225,664	Executive Director	\$27,840	\$28,573	2024
Urban Bike Project Of Wilmington Inc	DE	\$225,415	Executive Director	\$45,000	\$45,489	2023
Washington Association Of Educators For Talented And Gifted	WA	\$225,296	Executive Director	\$47,386	\$42,543	2024
The Mehta Foundation Inc	VA	\$225,050	President	\$280,000	\$279,109	2023
Grand Haven Schools Foundation	MI	\$224,879	Executive Dir.	\$56,774	\$57,249	2025
New York State Science Olympiad Inc	NY	\$233,412	Treasurer	\$13,500	\$11,917	2025
The Gp Foundation For	MI	\$224,525	President	\$30,000	\$31,051	2024
Teachers Association Of Lee County	FL	\$233,694	Vice President	\$2,099	\$1,977	2024
Grand Valley Equine Assisted	CO	\$233,800	President	\$17,769	\$17,086	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 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 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 **335** organizations. Compensation range \$190–\$279,109; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$229,096); for reference, expenses \$235,796 and assets \$36,266.
ROLE MATCH	Charles S Kieffer Iii, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	3 rd

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 (Charles S Kieffer Iii) 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 335 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,000 is reasonable (approximately the 3rd 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.