

# Life Enhancement And Achievement Program

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Margo Coleman, Executive Director / CEO** (\$71,323) against **every comparable organization** that fit the selection criteria — **494** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Margo Coleman — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

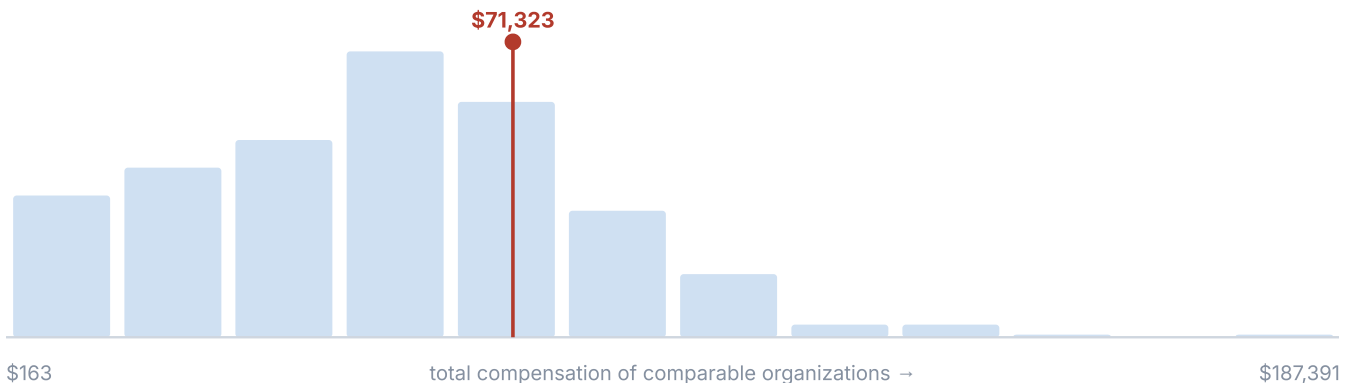
**SECTOR** Organizations sharing the subject's NTEE classification (O50).

**BUDGET** Total revenue between \$234,770 and \$525,606 — 0.67x to 1.50x the subject's \$350,404 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**494** organizations qualified on sector, size, and geography → **494** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,977	\$31,488	\$53,897	\$71,703	\$87,527	\$71,323
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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 MS 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="#">C You In The Major Leagues Inc</a>	KS	\$350,760	Executive Director	\$27,646	<b>\$27,609</b>	2023
<a href="#">Athletic Club Miami Inc</a>	FL	\$349,620	President	\$124,267	<b>\$107,913</b>	2023
<a href="#">Cliff Avril Family Foundation Inc</a>	NY	\$351,214	Secretary	\$88,003	<b>\$71,400</b>	2024
<a href="#">Convivir Colorado</a>	CO	\$349,346	Ceo & Founder	\$92,459	<b>\$79,602</b>	2024
<a href="#">Backlight Productions</a>	TN	\$348,625	Executive Director	\$51,120	<b>\$48,246</b>	2024
<a href="#">Girls In The Know</a>	MO	\$348,541	Executive Driector	\$85,633	<b>\$81,435</b>	2024
<a href="#">The Greenhouse</a>	CA	\$348,281	Executive Director (March To Present)	\$59,913	<b>\$46,451</b>	2024
<a href="#">Blueprint 58 Inc</a>	GA	\$347,869	President & Ceo	\$69,750	<b>\$62,970</b>	2024
<a href="#">Sola Robotics</a>	CA	\$347,696	Executive Director	\$57,960	<b>\$44,937</b>	2024
<a href="#">Vision Ministries Outreach Inc</a>	FL	\$347,410	Director	\$67,308	<b>\$56,773</b>	2024
<a href="#">12th Rock Ministries Inc</a>	NY	\$353,432	President	\$54,640	<b>\$45,641</b>	2023
<a href="#">Rsa Of Dance And Performing Arts</a>	TX	\$347,192	Executive Director	\$48,000	<b>\$43,111</b>	2024
<a href="#">Truly Reviving Our Youth</a>	CA	\$353,693	Director & President (Cvo)	\$95,212	<b>\$75,999</b>	2023
<a href="#">Srd-straightening Reins Foundation</a>	CA	\$346,745	Director	\$35,256	<b>\$27,334</b>	2024
<a href="#">Liberty Lodge Inc</a>	FL	\$346,422	Director	\$37,208	<b>\$31,384</b>	2024
<a href="#">Lantern Network</a>	TN	\$354,937	Executive Director	\$78,000	<b>\$73,615</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Purcellville Teen Center Incorporated</a>	VA	\$345,362	President	\$87,500	<b>\$75,857</b>	2024
<a href="#">Progressive Leadership Initiative Education Fund Inc</a>	DC	\$345,359	President	\$15,936	<b>\$12,556</b>	2024
<a href="#">Listen To Our Future Inc</a>	IN	\$345,202	Ceo	\$50,125	<b>\$47,461</b>	2024
<a href="#">Breitling Performing Arts</a>	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	<b>\$43,560</b>	2024
<a href="#">Videogames And Esports Foundation</a>	KS	\$344,359	President	\$10,000	<b>\$9,700</b>	2024
<a href="#">The Promise Center Of Homewood Inc</a>	PA	\$344,224	President	\$15,000	<b>\$13,431</b>	2024
<a href="#">Ourtism</a>	CA	\$343,806	Founder	\$30,414	<b>\$24,277</b>	2023
<a href="#">Pursuit Of Innovation</a>	IA	\$343,716	Executive Director	\$130,000	<b>\$127,804</b>	2024
<a href="#">Reach And Teach Inc</a>	AL	\$343,532	Executive Di	\$10,667	<b>\$10,347</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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** 494 organizations. Compensation range \$163–\$187,391; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$350,404); for reference, expenses \$287,632 and assets \$349,495.

**ROLE MATCH** Margo Coleman, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (Margo Coleman) 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 494 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,323 is reasonable (approximately the 74<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.