

# Central Ohio Youth Ice Hockey Officials

Executive Director / CEO

EIN 813538885  
 OH · NTEE N19  
 FY ending 2024-08-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Adam Kieffer, Executive Director / CEO** (\$3,000) against **every comparable organization** that fit the selection criteria — **1344** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

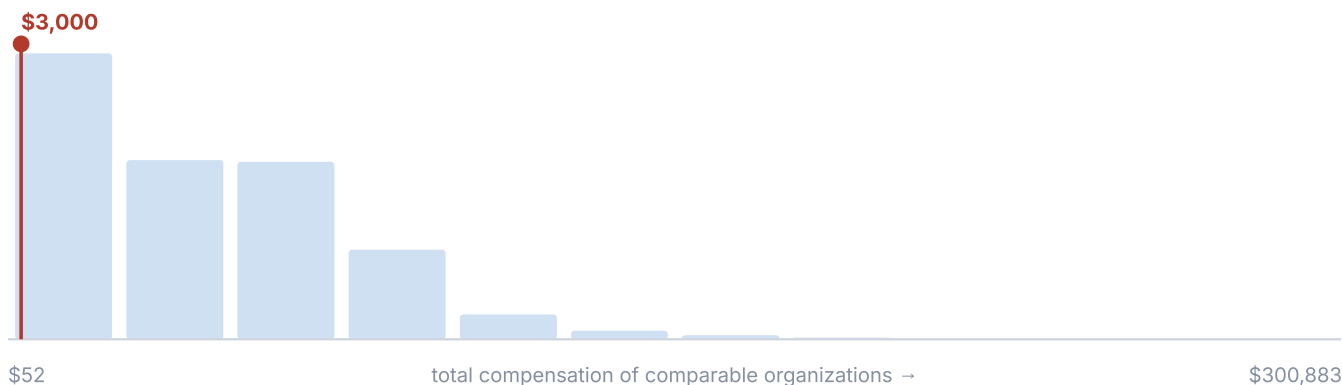
**Benchmarked executive:** Adam Kieffer — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N19).
BUDGET	Total revenue between \$261,790 and \$586,098 — 0.67x to 1.50x the subject's \$390,732 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

**1,344** organizations qualified on sector, size, and geography → **1,344** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,421	\$13,289	\$38,465	\$64,932	\$87,308	<b>\$3,000</b>
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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 OH 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="#">Cascade Volleyball Club Of Seattle</a>	WA	\$390,706	Executive Dir.	\$67,269	<b>\$56,863</b>	2024
<a href="#">Fm Athletics Inc</a>	ND	\$390,506	Bookkeeper/administrator	\$25,763	<b>\$26,693</b>	2024
<a href="#">Oiler Attack Club Inc</a>	OH	\$390,474	President	\$16,000	<b>\$15,588</b>	2025
<a href="#">Attitash Alpine Educational Foundation</a>	NH	\$390,993	Director	\$5,580	<b>\$4,865</b>	2024
<a href="#">New England Youth Cycling Inc</a>	MA	\$391,007	Vice-president And Board Member	\$31,250	<b>\$26,513</b>	2024
<a href="#">Friends Of The Forest Hills Park Association</a>	MI	\$390,268	Campaign Director	\$8,325	<b>\$8,353</b>	2023
<a href="#">Palisades Parks Conservancy Inc</a>	NY	\$391,399	Executive Director	\$140,569	<b>\$119,928</b>	2024
<a href="#">Cambridge Youth Soccer Inc</a>	MA	\$391,705	Executive Director	\$34,512	<b>\$28,526</b>	2025
<a href="#">Chugiak Youth Sports Association</a>	AK	\$391,749	Program Director	\$94,875	<b>\$88,169</b>	2023
<a href="#">Flagstaff Ski Club Inc</a>	AZ	\$389,679	Alpine Direc	\$58,214	<b>\$51,496</b>	2025
<a href="#">Jersey City Capitals Youth Hockey</a>	NJ	\$389,678	President	\$19,100	<b>\$16,101</b>	2024
<a href="#">Ogden Dunes Home Association</a>	IN	\$389,620	Treasurer	\$4,439	<b>\$4,420</b>	2024
<a href="#">Woodlands Conservancy</a>	LA	\$391,920	Executive Director	\$68,000	<b>\$70,695</b>	2024
<a href="#">Halo Sports Inc</a>	NC	\$392,210	Director	\$83,557	<b>\$81,515</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">York Adams Community Tennis</a>	PA	\$389,165	Treasurer	\$41,662	<b>\$39,226</b>	2024
<a href="#">Positive Sports Training Inc</a>	IA	\$392,354	Chief Umpire	\$12,000	<b>\$12,405</b>	2024
<a href="#">Project Goal Inc</a>	RI	\$392,483	Secretary	\$6,190	<b>\$5,604</b>	2024
<a href="#">Anchorage Bucs Baseball Club Inc</a>	AK	\$388,837	General Mana	\$86,724	<b>\$76,264</b>	2025
<a href="#">Steel City Selects Girls Hockey</a>	PA	\$392,810	Board Member	\$1,000	<b>\$917</b>	2025
<a href="#">Eastern Massachusetts Hockey Inc</a>	MA	\$388,653	General Manager	\$15,550	<b>\$13,582</b>	2023
<a href="#">San Jose Parks Foundation</a>	CA	\$388,539	Executive Dir.	\$80,000	<b>\$65,222</b>	2024
<a href="#">Camps For Kids</a>	KS	\$392,932	Executive Director	\$71,381	<b>\$74,959</b>	2023
<a href="#">Wake County Basketball Association</a>	NC	\$388,410	President	\$97,008	<b>\$97,432</b>	2023
<a href="#">Finger Lakes Trail Conference Inc</a>	NY	\$388,351	Executive Director	\$48,333	<b>\$41,236</b>	2024
<a href="#">Pedals For Progress</a>	NJ	\$388,344	President	\$51,500	<b>\$43,413</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	1344 organizations. Compensation range \$52–\$300,883; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$390,732); for reference, expenses \$387,270 and assets \$33,929.
ROLE MATCH	Adam Kieffer, reported title "President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	10 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Adam Kieffer) 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 1344 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,000 is reasonable (approximately the 7<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.