

# Relife Initiatives Corporation

Executive Director / CEO

EIN 853539904

GA · NTEE B82

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Karen Doles, Executive Director / CEO** (\$5,495) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$13,872 and \$31,057 — 0.67x to 1.50x the subject's \$20,705 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,944	\$6,912	\$16,337	\$41,840	\$81,793	\$5,495
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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 GA 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="#">Briercrest College And Seminary Usa</a>	WA	\$20,749	Officer	\$99,132	<b>\$88,269</b>	2023
<a href="#">The Foundation For Chabolas Positas Community College District</a>	CA	\$20,521	Treasurer	\$123,893	<b>\$103,346</b>	2024
<a href="#">Readability Matters</a>	CO	\$20,412	Chair	\$60,000	<b>\$55,578</b>	2024
<a href="#">Alumnae Association Of The Lenox Hill</a>	NY	\$21,224	President/editor Of Echo	\$10,000	<b>\$8,987</b>	2023
<a href="#">Mcgehee Mens Club Inc</a>	AR	\$20,118	Secretary	\$10,984	<b>\$11,927</b>	2024
<a href="#">Sizer School Foundation Inc</a>	MA	\$21,296	Board Memeber	\$6,749	<b>\$6,032</b>	2023
<a href="#">Norris Square Education Corporation</a>	PA	\$21,499	Ceo-xiente	\$16,868	<b>\$16,250</b>	2024
<a href="#">The Professional Institute For</a>	PA	\$21,644	Executive Director	\$35,000	<b>\$34,713</b>	2023
<a href="#">The Exploris Foundation</a>	NC	\$22,055	Board Member	\$9,462	<b>\$9,723</b>	2023
<a href="#">Highland School Inc</a>	WV	\$19,261	President	\$500	<b>\$509</b>	2025
<a href="#">The Joy School Endowment Fund</a>	TX	\$19,241	School President/head	\$23,705	<b>\$22,907</b>	2024
<a href="#">Spotsylvania Education Foundation</a>	VA	\$19,043	Executive Director	\$5,049	<b>\$4,848</b>	2023
<a href="#">Faribault Rotary Youth Services Inc</a>	MN	\$19,024	President	\$6,400	<b>\$5,951</b>	2025
<a href="#">Elias E Tucker Trust Fund</a>	ME	\$22,394	President/director	\$228,295	<b>\$220,832</b>	2024
<a href="#">South Central Library System Foundation</a>	WI	\$18,899	Secretary	\$32,631	<b>\$33,893</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dr J E Green Educational Trust</a>	AL	\$18,849	Trustee	\$11,975	<b>\$12,866</b>	2023
<a href="#">Building Industry Association Of</a>	OH	\$18,843	Executive Director	\$16,606	<b>\$17,492</b>	2023
<a href="#">Achieving Academic Success</a>	CO	\$22,822	Executive Director	\$17,050	<b>\$15,793</b>	2024
<a href="#">The Ernest Becker Foundation</a>	WA	\$18,459	Executive Director	\$14,900	<b>\$13,267</b>	2023
<a href="#">Local 417 Scholarship Fund</a>	NY	\$22,978	Trustee	\$108,364	<b>\$92,154</b>	2025
<a href="#">Tlbu Foundation Inc</a>	NJ	\$18,289	Secretary/treasurer	\$30,000	<b>\$25,208</b>	2025
<a href="#">Literacy Volunteers Of Fauquier County</a>	VA	\$23,398	Executive Director	\$11,000	<b>\$10,260</b>	2024
<a href="#">Laker Educational Foundation</a>	MN	\$23,401	Executive Dir.	\$6,590	<b>\$6,128</b>	2025
<a href="#">Educate Nky Inc</a>	KY	\$23,868	President &	\$114,583	<b>\$118,921</b>	2024
<a href="#">Mcfarlane-cure Charitable Trust</a>	WI	\$23,904	Trustee	\$200	<b>\$202</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	70 organizations. Compensation range \$202–\$220,832; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$20,705); for reference, expenses \$21,575 and assets \$4,883.
ROLE MATCH	Karen Doles, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 32 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	61 <sup>st</sup>
All sources (D + E + F), adjusted	16 <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 (Karen Doles) 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 70 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,495 is reasonable (approximately the 17<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 10, 2026.