

# Leadership Tallahassee Inc

Executive Director / CEO

EIN 201134753

FL · NTEE B60

FY ending 2023-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Suzanne Dick, Executive Director / CEO** (\$16,095) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Suzanne Dick — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B60).

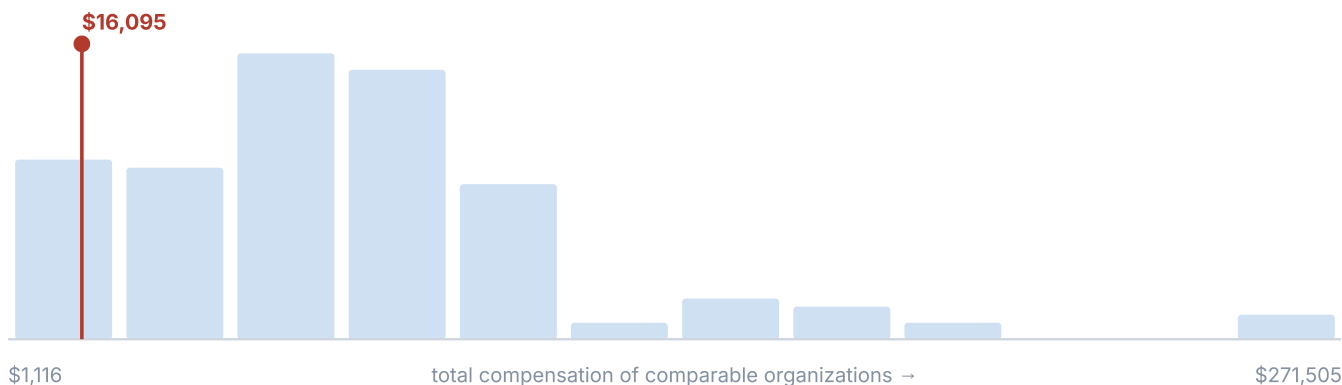
**BUDGET** Total revenue between \$248,733 and \$556,866 — 0.67x to 1.50x the subject's \$371,244 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**146** organizations qualified on sector, size, and geography

→ **146** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,573

\$41,593

\$66,132

\$90,384

\$116,102

**\$16,095**



## ● 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 FL 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="#">Expanding Frontiers Corp</a>	TX	\$371,930	Board Member	\$71,190	<b>\$75,804</b>	2023
<a href="#">Lone Star Construction Trades Training</a>	TX	\$372,178	Director	\$87,360	<b>\$90,354</b>	2024
<a href="#">Agts Inc</a>	AZ	\$369,533	President/se	\$47,365	<b>\$45,884</b>	2025
<a href="#">River Management Society</a>	MD	\$374,433	Exe. Director	\$80,786	<b>\$78,091</b>	2024
<a href="#">Marine Credit Union Foundation</a>	WI	\$374,627	Executive Director	\$36,002	<b>\$40,024</b>	2023
<a href="#">Greater Fort Worth Pro-life Ministries</a>	TX	\$367,579	Executive Director	\$48,617	<b>\$51,768</b>	2023
<a href="#">Movers And Shakas</a>	HI	\$366,694	Executive Director	\$162,210	<b>\$150,157</b>	2024
<a href="#">Monadnock Art X Tech</a>	NH	\$365,852	Executive Director	\$49,962	<b>\$49,108</b>	2023
<a href="#">Writing By Writers</a>	CA	\$377,918	President	\$101,278	<b>\$88,092</b>	2025
<a href="#">Blue Ridge Literacy</a>	VA	\$380,696	Executive Dir.	\$56,660	<b>\$56,564</b>	2024
<a href="#">Institute For Inclusion In The Legal</a>	IL	\$361,253	Ceo	\$92,591	<b>\$94,118</b>	2024
<a href="#">Ohio Empowerment Centers Inc</a>	OH	\$381,435	President And Ceo	\$149,968	<b>\$164,230</b>	2024
<a href="#">Leadership Eastside</a>	WA	\$383,356	President And Ceo	\$109,000	<b>\$100,901</b>	2024
<a href="#">Literacy Volunteers Of Wayne County Inc</a>	NY	\$383,395	Executive Director	\$61,919	<b>\$57,851</b>	2024
<a href="#">Molokai Homestead Farmers Alliance</a>	HI	\$383,519	President	\$3,150	<b>\$2,916</b>	2024
<a href="#">Friends Of The Castle Inc</a>	OH	\$386,386	Executive Director	\$57,976	<b>\$65,365</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alaska Policy Forum Inc</a>	AK	\$355,370	Ceo/non-voting Secretary	\$86,923	<b>\$88,461</b>	2023
<a href="#">Minnesota Logger Education Program</a>	MN	\$354,004	Executive Di	\$94,500	<b>\$96,546</b>	2024
<a href="#">American Association Of Public Health</a>	NY	\$388,966	Executive Director	\$15,000	<b>\$14,015</b>	2024
<a href="#">Titusville Regional Literacy Council</a>	PA	\$350,618	Executive Director	\$42,466	<b>\$45,079</b>	2023
<a href="#">Literacy Volunteers Of America Essex &amp;</a>	NJ	\$350,582	Trustee	\$18,798	<b>\$17,866</b>	2023
<a href="#">Knox Regional Development Alliance</a>	KY	\$349,328	President/ce	\$150,000	<b>\$171,547</b>	2023
<a href="#">Plaza Comunitaria Sinaloa</a>	CA	\$348,476	Chief Executive Officer	\$69,807	<b>\$64,165</b>	2023
<a href="#">2nd Chance Ms</a>	MS	\$345,669	Program Director	\$55,000	<b>\$63,335</b>	2024
<a href="#">Oncology Association Of Naturopathic Physicians</a>	AK	\$344,997	Executive Director	\$60,892	<b>\$60,192</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **146** organizations. Compensation range \$1,116–\$271,505; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$371,244); for reference, expenses \$372,216 and assets \$347,199.

<b>ROLE MATCH</b>	Suzanne Dick, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	8 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	90 <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 (Suzanne Dick) 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 13, 2026, comparing compensation against 146 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,095 is reasonable (approximately the 8<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 13, 2026.