

Midlands Business Leadership Group

Executive Director / CEO

EIN 201609456

SC · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ashton Pearson, Executive Director / CEO** (\$95,677) against **every comparable organization** that fit the selection criteria — **353** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

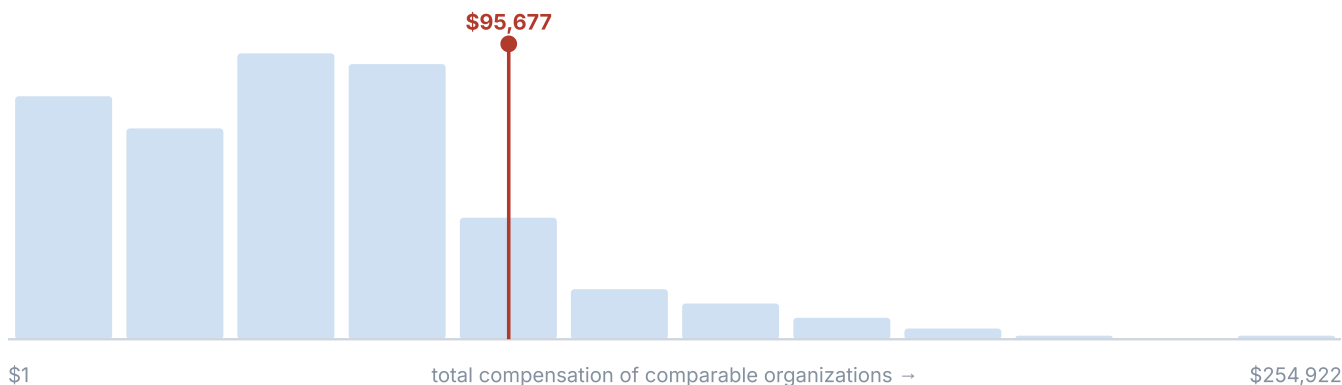
Benchmarked executive: Ashton Pearson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$124,299 and \$278,283 — 0.67x to 1.50x the subject's \$185,522 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

353 organizations qualified on sector, size, and geography → **353** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,554	\$31,236	\$56,297	\$76,800	\$105,983	\$95,677
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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 SC 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
Colorado Civil Justice League	CO	\$185,106	Executive Director	\$77,000	\$72,863	2023
Medical Toxicology Foundation	AZ	\$185,030	Executive Director/board M	\$39,714	\$36,611	2024
Forward Cody Wyoming Inc	WY	\$186,866	Ceo	\$146,875	\$150,757	2024
North Carolina Association Of Workforce	NC	\$186,968	Executive Director	\$67,733	\$65,356	2025
Twin-training To Work An Industry Niche	NC	\$187,199	President & Executive Director	\$60,550	\$61,742	2023
Butler County Medical Society	OH	\$183,653	Exec Assistant	\$15,000	\$15,229	2024
Home Builders Association Of Hickory-catawba Valley Inc	NC	\$183,432	Executive Officer	\$56,782	\$57,900	2023
Acec-ri American Council Of	RI	\$183,283	Executive Di	\$75,000	\$70,971	2023
Adult Day Health Care Council Inc	NY	\$183,162	Executive Director	\$7,024	\$6,084	2024
Camara De Comercio Hispana	TX	\$187,890	Executive Di	\$24,122	\$23,129	2024
Consortium For Universal Healthcare	DE	\$188,050	Executive Director	\$102,000	\$95,734	2024
The Hundred Year Association Of Ny Inc	CT	\$182,749	President	\$35,250	\$31,681	2024
Texas Business Roundtable	TX	\$182,354	Exec Director	\$66,000	\$65,153	2023
Mountain Laurel Chamber Of Commerce	PA	\$182,329	Executive Director	\$34,798	\$33,263	2024
Vienna Business Association	VA	\$189,060	Executive Di	\$80,222	\$72,333	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anderson Area Chamber Of Commerce	OH	\$189,133	Executive Di	\$90,024	\$94,096	2023
Wine Artisans Of Santa Lucia Highlands	CA	\$189,600	Executive Dir.	\$101,750	\$84,219	2024
St Bernard Chamber Of Commerce	LA	\$181,286	Ceo	\$60,833	\$64,209	2024
Lanesboro Area Chamber Of Commerce	MN	\$190,035	Executive Director	\$40,480	\$38,341	2024
Virginia Beach Restaurant Association	VA	\$190,615	Executive Director	\$68,383	\$65,159	2023
Mercer Area Chamber Of Commerce	WI	\$190,955	Executive Director	\$52,696	\$52,753	2024
Greene County Economic Development Corp	IN	\$179,871	Executive Director	\$71,087	\$71,858	2024
Great Lakes Bay Regional Alliance	MI	\$191,747	Executive Di	\$95,700	\$94,684	2024
Green Motors Practices Group	ID	\$191,962	Executive Director	\$64,000	\$65,260	2024
Utah Petroleum Marketers	UT	\$178,928	State Execut	\$69,000	\$67,693	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 **353** organizations. Compensation range \$1–\$254,922; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$185,522); for reference, expenses \$181,762 and assets \$390,718.

ROLE MATCH	Ashton Pearson, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	86 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	82 nd

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 (Ashton Pearson) 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 353 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,677 is reasonable (approximately the 86th 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.