

Leadership Harrisburg Area

Executive Director / CEO

EIN 251583596
 PA · NTEE W70Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Una M Martone, Executive Director / CEO** (\$114,245) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Una M Martone — reported title “PRESIDENT &”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

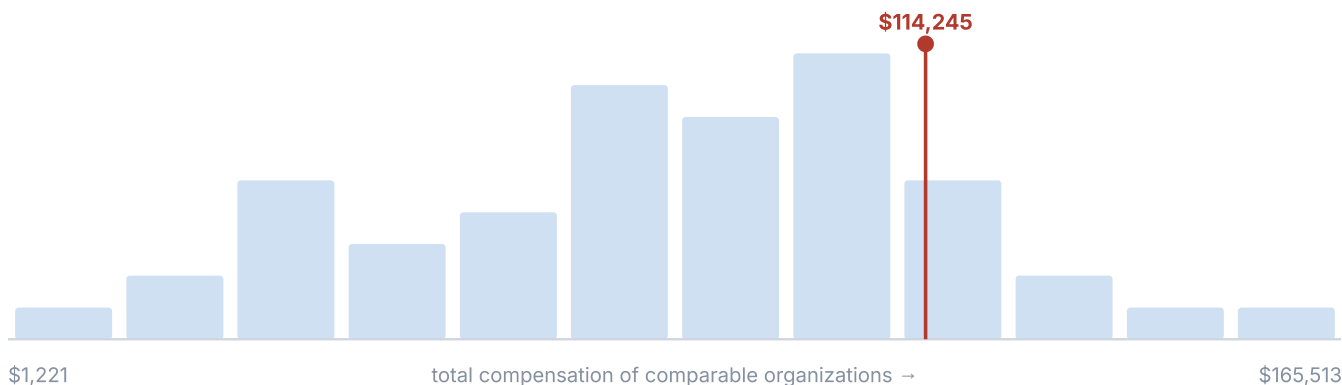
SECTOR Organizations sharing the subject's NTEE classification (W70Z).

BUDGET Total revenue between \$245,185 and \$548,922 — 0.67x to 1.50x the subject's \$365,948 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,337	\$62,553	\$84,390	\$103,806	\$118,985	\$114,245
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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 PA 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
Leadership Birmingham Inc	AL	\$361,810	Executive Director	\$112,500	\$121,875	2023
Adventure U	CO	\$389,731	President	\$124,963	\$116,710	2024
South Dakota Agriculture And Rural	SD	\$390,118	Ceo Thru Nov	\$116,600	\$129,041	2023
Public Health Fund Inc	MO	\$340,221	Administrator	\$15,817	\$16,317	2024
Center For Compassionate Leadership Inc	NY	\$333,753	Chair	\$41,000	\$36,086	2024
Urbanpromise Los Angeles Inc	CA	\$399,429	Executive Director	\$90,766	\$76,339	2024
Disability Empowher Network Inc	NY	\$402,588	Executive Director	\$40,092	\$36,329	2023
Maven Leadership Collective	FL	\$403,975	Founder & Creative Dir	\$104,483	\$98,426	2023
Leadership New Hampshire	NH	\$325,615	Executive Director	\$91,640	\$82,418	2024
Skills Usa Council	PA	\$320,725	Executive Director	\$87,883	\$85,362	2024
Farm Labor Research Project	OH	\$413,566	Secretary	\$30,900	\$31,877	2024
Economic Justice Alliance Of Michigan	MI	\$316,749	Executive Director	\$98,367	\$98,892	2024
Wyoming Congressional Award	WY	\$311,093	Executive Director	\$102,771	\$107,189	2024
Leadership Seminole Inc	FL	\$310,996	President	\$108,659	\$96,860	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leadership Montgomery Inc	AL	\$422,862	Executive Director	\$86,057	\$90,554	2024
Leadership Lake County Inc	OH	\$308,970	President/ceo	\$83,000	\$83,418	2025
Five Frogs Inc	CT	\$423,214	Executive Director	\$86,000	\$78,539	2024
Leadership Geauga County	OH	\$308,035	Executive Director	\$79,845	\$82,369	2024
Leadership Lincoln Inc	NE	\$307,779	Executive Director	\$87,388	\$94,251	2023
Lead Dsm	IA	\$301,859	Executive Director	\$96,689	\$106,162	2023
Severn Leadership Group Inc	MD	\$294,110	President	\$116,192	\$105,804	2024
Center For Democracy And Development In The Americas Inc	DC	\$289,679	President (Ceo)	\$54,167	\$47,665	2023
Barbara Jean Brown Foundation	WA	\$286,334	Secretary	\$1,400	\$1,221	2024
The Michiana Leadership Center Inc	IN	\$281,067	Executive Director	\$75,542	\$79,884	2023
Leadership Southern Indiana Inc	IN	\$458,466	President/ceo	\$100,414	\$103,140	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **48** organizations. Compensation range \$1,221–\$165,513; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$365,948); for reference, expenses \$398,657 and assets \$667,591.
ROLE MATCH	Una M Martone, reported title " <i>PRESIDENT &</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	85 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	81 st

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 (Una M Martone) 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 48 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,245 is reasonable (approximately the 85th 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.