

Ohio Association For College

Executive Director / CEO

EIN 341690450
OH · NTEE B99P
FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Lavona See, Executive Director / CEO** (\$32,657) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Lavona See — reported title "EXECUTIVE AD", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B99P).

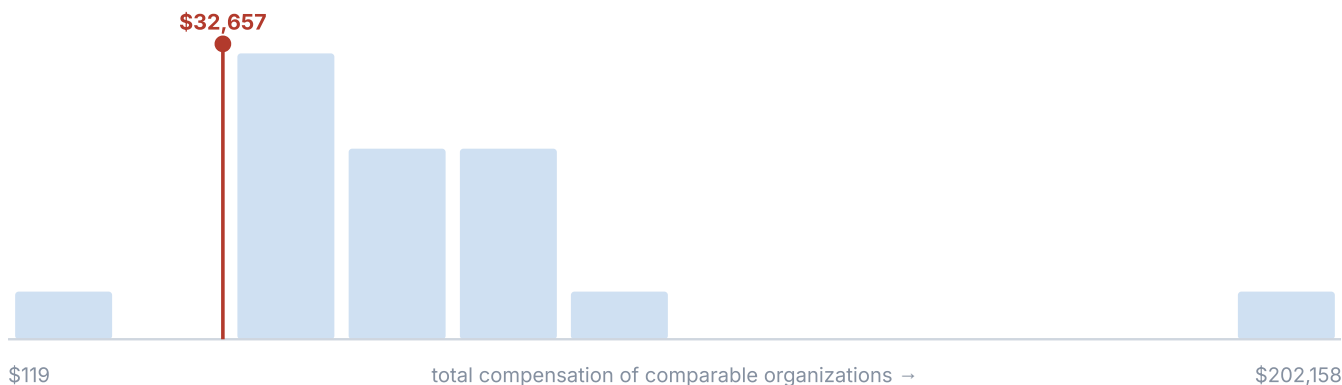
BUDGET Total revenue between \$242,397 and \$542,682 — 0.67x to 1.50x the subject's \$361,788 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99) + OH + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,404	\$45,557	\$53,571	\$70,350	\$83,181	\$32,657
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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
Summer On The Cuyahoga	OH	\$364,717	Executive Di	\$70,350	\$70,350	2024
Lily Creek Farms	OH	\$365,276	Executive Director	\$42,000	\$42,000	2024
North Korea Human Rights Watch	OH	\$365,913	Program Dire	\$80,000	\$82,363	2023
Natural Stone Foundation	OH	\$355,833	Executive Director	\$35,233	\$36,274	2023
Sylvan Robotics	OH	\$368,756	Executive Dir.	\$119	\$119	2024
Aspire P16 Collaborative	OH	\$343,845	Executive Di	\$47,250	\$48,646	2023
Stark Education Partnership Inc	OH	\$395,046	President	\$196,358	\$202,158	2023
Craftsmen Recreation Club Inc	OH	\$308,238	Manager	\$55,680	\$57,325	2023
Cincinnati Interfaith Workers Cente	OH	\$302,833	Executive Di	\$75,561	\$75,561	2024
Womens Center For Economic Opportunity	OH	\$291,671	Ceo	\$44,250	\$45,557	2023
House Of Champions	OH	\$434,760	President And Executive Director	\$35,000	\$34,098	2025
Women Of Color Foundation	OH	\$284,642	Chairwoman & Founder	\$52,034	\$53,571	2023
Superseeds	OH	\$276,311	Executive Director	\$50,000	\$50,000	2024
Ohio School Psychologists	OH	\$266,818	Executive Di	\$56,963	\$56,963	2024
American Association Of Bovine	OH	\$466,561	Executive Di	\$50,248	\$51,732	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Partners In Education Of Toledo	OH	\$493,212	Executive Dir.	\$84,408	\$84,408	2024
The Musical Theater Project Inc	OH	\$495,700	Managing Director	\$65,877	\$67,823	2023

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.

Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$119–\$202,158; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$361,788); for reference, expenses \$357,929 and assets \$747,857.
ROLE MATCH	Lavona See, reported title "EXECUTIVE AD", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	18 th

All sources (D + E + F), adjusted

6th

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 (Lavona See) 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 17 similarly situated organizations (Same NTEE sector (B99) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,657 is reasonable (approximately the 6th 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.