

# Leadership Geauga County

Executive Director / CEO

EIN 341794467

OH · NTEE W70

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Meredith Ashkettle, Executive Director / CEO** (\$79,845) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Meredith Ashkettle — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (W70).

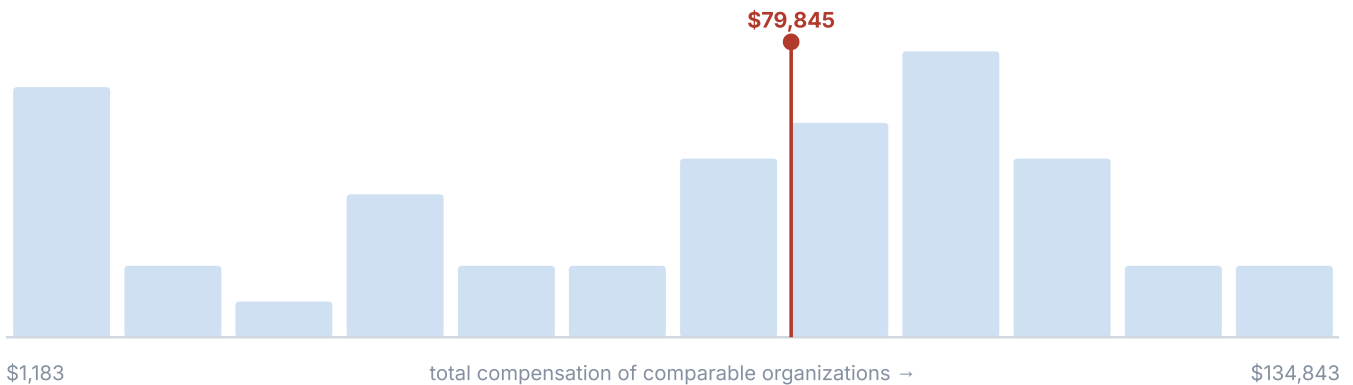
**BUDGET** Total revenue between \$206,383 and \$462,052 — 0.67x to 1.50x the subject's \$308,035 (the band tightens as size grows).

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

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

→ **46** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,552	\$36,169	\$78,664	\$97,320	\$109,491	\$79,845
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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
<a href="#">Leadership Lincoln Inc</a>	NE	\$307,779	Executive Director	\$87,388	<b>\$91,362</b>	2023
<a href="#">Leadership Lake County Inc</a>	OH	\$308,970	President/ceo	\$83,000	<b>\$80,861</b>	2025
<a href="#">Leadership Seminole Inc</a>	FL	\$310,996	President	\$108,659	<b>\$93,891</b>	2025
<a href="#">Wyoming Congressional Award</a>	WY	\$311,093	Executive Director	\$102,771	<b>\$103,903</b>	2024
<a href="#">Lead Dsm</a>	IA	\$301,859	Executive Director	\$96,689	<b>\$102,908</b>	2023
<a href="#">Economic Justice Alliance Of Michigan</a>	MI	\$316,749	Executive Director	\$98,367	<b>\$95,861</b>	2024
<a href="#">Skills Usa Council</a>	PA	\$320,725	Executive Director	\$87,883	<b>\$82,745</b>	2024
<a href="#">Seyvern Leadership Group Inc</a>	MD	\$294,110	President	\$116,192	<b>\$102,562</b>	2024
<a href="#">Leadership New Hampshire</a>	NH	\$325,615	Executive Director	\$91,640	<b>\$79,891</b>	2024
<a href="#">Center For Democracy And Development In The Americas Inc</a>	DC	\$289,679	President (Ceo)	\$54,167	<b>\$46,204</b>	2023
<a href="#">Barbara Jean Brown Foundation</a>	WA	\$286,334	Secretary	\$1,400	<b>\$1,183</b>	2024
<a href="#">Center For Compassionate Leadership Inc</a>	NY	\$333,753	Chair	\$41,000	<b>\$34,980</b>	2024
<a href="#">The Michiana Leadership Center Inc</a>	IN	\$281,067	Executive Director	\$75,542	<b>\$77,436</b>	2023
<a href="#">Public Health Fund Inc</a>	MO	\$340,221	Administrator	\$15,817	<b>\$15,817</b>	2024
<a href="#">Board Development Systems Inc</a>	TX	\$267,973	President/ce	\$87,729	<b>\$82,855</b>	2024
<a href="#">Leadership Oakland</a>	MI	\$260,741	Executive Director	\$82,000	<b>\$79,911</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ventura County Leadership Academy</a>	CA	\$258,726	Executive Director	\$136,277	<b>\$108,239</b>	2025
<a href="#">The Jackson Institute Inc</a>	GA	\$256,657	Chairman	\$142,041	<b>\$134,843</b>	2024
<a href="#">Black Leadership &amp; Legacies Inc</a>	IN	\$256,064	President	\$61,500	<b>\$61,233</b>	2024
<a href="#">Leadership Birmingham Inc</a>	AL	\$361,810	Executive Director	\$112,500	<b>\$118,139</b>	2023
<a href="#">Leadership Ashtabula County Inc</a>	OH	\$252,148	Executive Director	\$63,059	<b>\$64,922</b>	2023
<a href="#">Leadership Harrisburg Area</a>	PA	\$365,948	President &	\$114,245	<b>\$110,743</b>	2023
<a href="#">Women Of Color Roar Media</a>	CA	\$249,608	President	\$65,000	<b>\$52,993</b>	2024
<a href="#">Leadership Training International</a>	VA	\$247,977	President/ce	\$81,292	<b>\$74,107</b>	2024
<a href="#">Purposequest International Inc</a>	PA	\$242,579	President/chairman	\$10,428	<b>\$10,108</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 46 organizations. Compensation range \$1,183–\$134,843; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$308,035); for reference, expenses \$288,704 and assets \$346,277.

**ROLE MATCH** Meredith Ashkettle, reported title "*EXECUTIVE DIRECTOR*", 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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 (Meredith Ashkettle) 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 46 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,845 is reasonable (approximately the 50<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 9, 2026.