

Ahead Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Erica Thom, Executive Director / CEO** (\$61,478) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

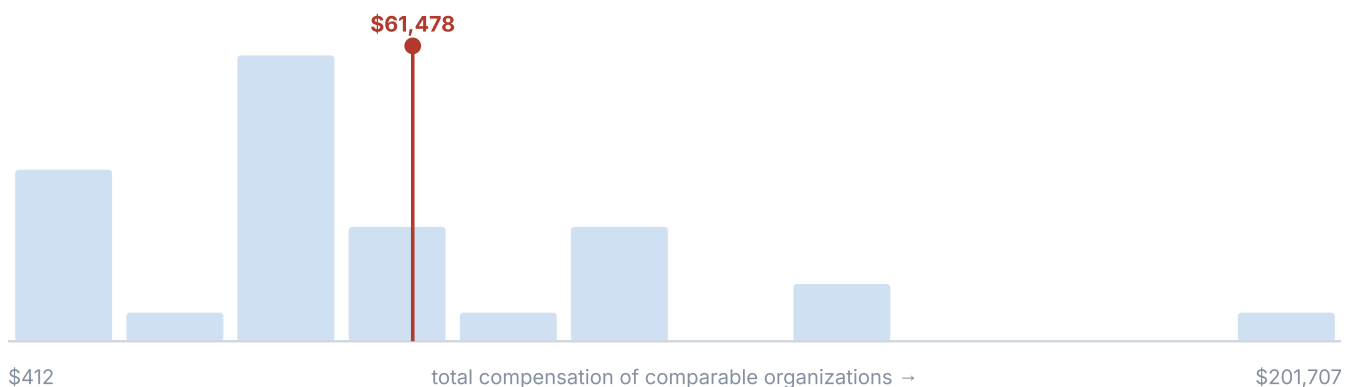
Benchmarked executive: Erica Thom — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

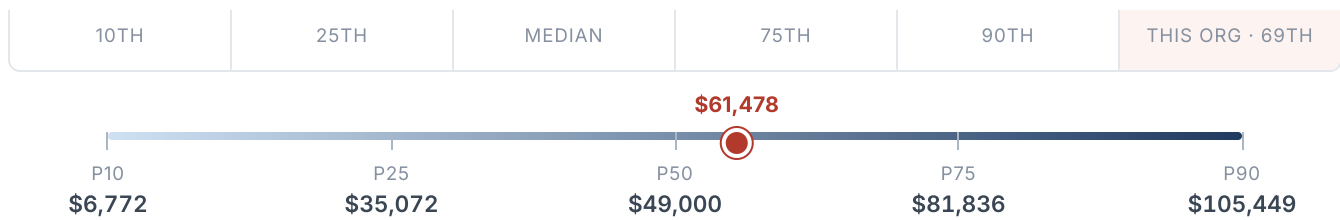
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$124,285 and \$278,250 — 0.67x to 1.50x the subject's \$185,500 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + OH + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,772	\$35,072	\$49,000	\$81,836	\$105,449	\$61,478
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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
The National Threshers Association	OH	\$197,015	Treasurer	\$800	\$824	2023
Downtown Chillicothe	OH	\$173,376	Program Manager	\$49,000	\$49,000	2024
The Israel Story Inc	OH	\$171,747	President	\$91,253	\$93,948	2023
Black Child Development Institute Ohio	OH	\$169,105	President	\$41,750	\$42,983	2023
Seven Baskets Community Development Corporation	OH	\$202,529	Executive Director	\$3,960	\$3,858	2025
Destination Canal Winchester	OH	\$202,723	Executive Di	\$45,000	\$46,329	2023
Potters House Ministries Inc	OH	\$167,060	Executive Director	\$65,167	\$65,167	2024
To Whom It May Concern	OH	\$203,951	Secretarydirector Prison Reentry	\$47,840	\$47,840	2024
Childrens Lantern Inc	OH	\$166,793	Executive Director	\$42,956	\$44,225	2023
Equasion	OH	\$210,318	Executive Di	\$26,400	\$26,400	2024
Licking Co Coalition Of Care	OH	\$210,399	Executive Director	\$51,140	\$52,651	2023
Black Leaders Against Sex Trafficking Inc	OH	\$217,049	President	\$60,000	\$60,000	2024
Bellbrook Sugarcreek Community Support Center	OH	\$218,168	Executive Director	\$36,000	\$35,072	2025
Happen Inc	OH	\$220,770	President	\$34,674	\$35,698	2023
Faith For Culture	OH	\$227,574	President	\$130,619	\$130,619	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Never Give Up Never Quit	OH	\$230,250	Ceo	\$100,000	\$100,000	2024
The Phillis Wheatley Association Inc	OH	\$139,979	Executive Director	\$43,200	\$43,200	2024
Hopes Landing	OH	\$139,966	Executive Di	\$11,625	\$11,625	2024
The Kevin Donovan Foundation Inc	OH	\$139,675	Executive Director	\$7,500	\$7,500	2024
The Josina Lott Foundation	OH	\$134,480	Executive Director	\$127,245	\$127,245	2024
Southwest India Christian Mission Inc	OH	\$239,515	Missionary	\$81,836	\$81,836	2024
Lancaster-fairfield County Charity Newsies Inc	OH	\$246,080	Secretary	\$400	\$412	2023
Juvenile Justice Coalition	OH	\$249,390	Executive Di	\$85,834	\$88,369	2023
Adventures In Truth Ministries	OH	\$249,483	President	\$48,801	\$50,242	2023
Her Academy	OH	\$249,626	Executive Di	\$207,044	\$201,707	2025

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 29 organizations. Compensation range \$412–\$201,707; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$185,500); for reference, expenses \$187,376 and assets \$705,724.

ROLE MATCH Erica Thom, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	69 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	69 th

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 (Erica Thom) 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 29 similarly situated organizations (Same NTEE sector (P20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,478 is reasonable (approximately the 69th 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.