

International Leadership Training

Executive Director / CEO

EIN 455223839

MO · NTEE P12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ion Cheptene, Executive Director / CEO** (\$38,666) against **every comparable organization** that fit the selection criteria — **575** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Ion Cheptene — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P12).

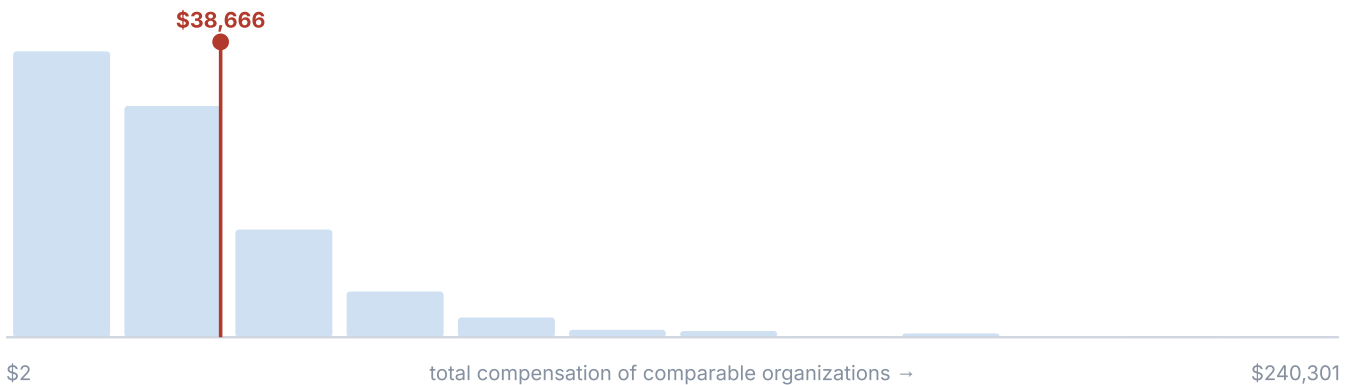
BUDGET Total revenue between \$58,531 and \$131,040 — 0.67x to 1.50x the subject's \$87,360 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

575 organizations qualified on sector, size, and geography

→ **575** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$6,040	\$13,364	\$25,427	\$43,481	\$63,704	\$38,666
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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 MO 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
Selflessservice Inc	PA	\$87,194	Executive Di	\$28,800	\$27,918	2023
United Helpers Residence Inc	NY	\$87,550	Chief Executive Officer	\$21,503	\$18,887	2023
Blue Water Residential Nonprofit	MI	\$87,761	Executive Director	\$8,971	\$8,742	2024
Jm Murray Foundation Inc	NY	\$86,855	Treasurer	\$16,590	\$14,154	2024
Juan Diez Rancheros	IA	\$86,839	Pres/exec Dir	\$47,537	\$49,143	2024
Winchester-frederick-clark Faith	VA	\$86,677	Executive Di	\$32,656	\$30,650	2023
Residential Resources For The	OH	\$86,668	Treasurer	\$3,033	\$3,123	2023
True Community Development Corporation	NY	\$86,648	Executive Director	\$33,150	\$29,117	2023
Hope For Grieving Families	VA	\$88,080	Executive Director	\$47,917	\$43,682	2024
Wayne Hostels Holding Inc	NY	\$88,086	Chief Executive Officer	\$19,703	\$16,810	2024
Assist - Flathead Valley	MT	\$86,611	System Ceo	\$37,517	\$39,310	2023
Eagles Nest Foundation	WA	\$86,597	Director	\$30,000	\$25,359	2024
Black Child Development Institute Colorado	CO	\$86,471	Affiliate President	\$31,582	\$29,437	2023
Honor Bound Foundation Inc	CT	\$88,313	President	\$74,983	\$66,378	2024
Community And Seasoned Citizens Inc	OH	\$88,363	Trustee	\$3,432	\$3,432	2024
Homes Of Care I Inc	MA	\$86,316	President & Ceo/director	\$24,869	\$21,100	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Manna Cafe Ci	VA	\$88,530	President	\$29,548	\$26,937	2024
The Pavilion At Brookmeade Inc	NY	\$85,976	Admistrator/ Ceo	\$42,427	\$37,266	2023
Coshocton Community Housing Inc (Cch)	OH	\$85,868	Ceo	\$11,120	\$11,448	2023
Sterling Community Center Inc	AK	\$85,767	President	\$532	\$480	2024
Marshalltown Ymca-ywca Heritage Club	IA	\$85,764	Ceo	\$8,119	\$8,393	2024
Valley Of The Sun School Properties One	AZ	\$88,981	Board Member	\$18,515	\$16,812	2024
New American Community Lending	MD	\$89,017	President & Ceo	\$40,592	\$36,889	2023
Flickinger Learning Center	IA	\$85,672	Executive Director	\$54,942	\$55,334	2025
Mary's House Ministry Alliance For	SC	\$89,055	Chairman	\$4,200	\$4,137	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 575 organizations. Compensation range \$2–\$240,301; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$87,360); for reference, expenses \$94,702 and assets \$8,406.

ROLE MATCH Ion Cheptene, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 184 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 25 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	71 st
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	46 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 (Ion Cheptene) 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 575 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,666 is reasonable (approximately the 71st 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.