

# Leadingage Kentucky Inc

Executive Director / CEO

EIN 611290786

KY · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Timothy Veno, Executive Director / CEO** (\$170,581) against **every comparable organization** that fit the selection criteria — **548** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

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

## How comparable organizations were selected

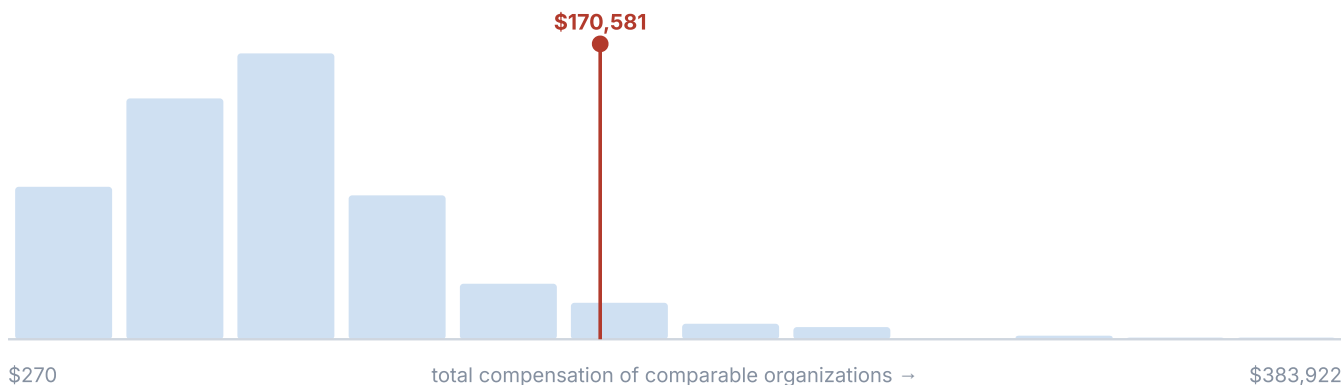
**SECTOR** Organizations sharing the subject's NTEE classification (S41).

**BUDGET** Total revenue between \$240,991 and \$539,533 — 0.67x to 1.50x the subject's \$359,689 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**548** organizations qualified on sector, size, and geography → **548** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,884	\$45,566	\$71,685	\$101,744	\$140,861	<b>\$170,581</b>
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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 KY 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="#">Cfa Society North Carolina Inc</a>	NC	\$359,655	Executive Director	\$102,750	<b>\$95,984</b>	2024
<a href="#">Association Of State Criminal</a>	VA	\$359,801	Executive Dir.	\$40,000	<b>\$34,917</b>	2024
<a href="#">Skokie Chamber Of Commerce</a>	IL	\$360,235	President & Ceo	\$109,358	<b>\$100,070</b>	2023
<a href="#">Metropolitan Business And Citizens Association Inc</a>	NJ	\$360,677	Community Relations	\$125,000	<b>\$100,900</b>	2024
<a href="#">Mid-oregon Chapter Independent</a>	OR	\$358,495	Executive Di	\$75,530	<b>\$63,413</b>	2024
<a href="#">Grayslake Chamber Of Commerce</a>	IL	\$358,319	Executive Di	\$70,000	<b>\$62,217</b>	2024
<a href="#">Tarrant Regional</a>	TX	\$361,480	Executive Director	\$198,000	<b>\$179,062</b>	2024
<a href="#">450 Mhz Alliance</a>	CA	\$357,310	Director	\$102,800	<b>\$80,253</b>	2024
<a href="#">Association Of Insurance &amp; Reins</a>	NY	\$357,133	Executive Di	\$182,500	<b>\$153,497</b>	2023
<a href="#">Southern Independent Bookseller Alliance</a>	NC	\$362,725	Executive Dir.	\$80,000	<b>\$74,732</b>	2024
<a href="#">Iowa Great Lakes Board Of Realtors</a>	IA	\$362,883	Executive Direc	\$62,180	<b>\$61,552</b>	2024
<a href="#">Aia Triangle</a>	NC	\$363,417	Executive Director	\$90,000	<b>\$84,074</b>	2024
<a href="#">Vernon Chamber Of Commerce</a>	CA	\$363,674	President & Ceo	\$127,467	<b>\$99,510</b>	2024
<a href="#">Tri-cities Hispanic Chamber Of Commerce</a>	WA	\$364,231	Executive Director	\$25,750	<b>\$20,843</b>	2024
<a href="#">Overlook Hospital Medical Staff</a>	NJ	\$364,457	President	\$70,000	<b>\$58,173</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dutchess County Association</a>	NY	\$364,602	Executive Of	\$121,616	<b>\$102,289</b>	2023
<a href="#">Naturally New York Inc</a>	NY	\$365,273	Executive Director	\$142,187	<b>\$116,160</b>	2024
<a href="#">Greater Elizabeth Chamber Of Commerce</a>	NJ	\$354,102	President	\$137,376	<b>\$110,890</b>	2024
<a href="#">Bioenergy Association Of California</a>	CA	\$365,894	Executive Dir.	\$225,156	<b>\$175,773</b>	2024
<a href="#">Farm And Ranch Freedom Alliance</a>	TX	\$353,371	Executive Director	\$33,567	<b>\$30,357</b>	2024
<a href="#">Idaho Petroleum Marketers &amp; Convenience Store Association Co Wpma</a>	UT	\$353,345	State Executive	\$82,337	<b>\$74,222</b>	2025
<a href="#">Midlands African Chamber Inc</a>	NE	\$352,955	Ceo	\$57,692	<b>\$57,756</b>	2023
<a href="#">Effingham Regional Growth Alliance</a>	IL	\$366,994	President	\$156,952	<b>\$143,621</b>	2023
<a href="#">South Dakota Biotechnology Association</a>	SD	\$352,301	Executive Director	\$120,500	<b>\$120,231</b>	2024
<a href="#">Beaufort Digital Corridor</a>	SC	\$367,097	Exec Director	\$69,769	<b>\$67,748</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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** 548 organizations. Compensation range \$270–\$383,922; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$359,689); for reference, expenses \$367,350 and assets \$443,946.

ROLE MATCH	Timothy Veno, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	93 <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 (Timothy Veno) 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 548 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$170,581 is reasonable (approximately the 94<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.