



2025 LEA Update

February 16, 2025



Today

- 2025 Board Chair
- 2024 Year in Review
- 2025 Priorities
- Governance Updates
- Member Expectations

2025 Board Chair

Jason Yetter is now Chair of the LEA Global Board of Directors. Welcome, Jason!

- Managing Partner of Richey May (Colorado, USA)
- Has been serving as Vice Chair
- LEA Global member since 2018



2024 Revenues

\$2.1m

Membership fees

\$0.6m

Conference fees

\$0.5m

Program income

\$0.1m

Global Partner Program

Draft numbers. Finance is currently finalizing 2024 numbers.

2024 Membership Fees by Region

\$1.1m

North America

\$0.7m

Europe

\$0.2m

APAC

\$0.1m

LATAM

\$0.03m

MENA

Draft numbers. Finance is currently finalizing 2024 numbers.

2024 Expenditures

\$1.7m

People

\$0.5m

Program costs

\$0.8m

Conference costs

\$0.5m

Operating costs

Draft numbers. Finance is currently finalizing 2024 numbers.

2024 Key Metrics

\$3.3m

Total revenue

\$0.3m

Net revenue

\$0.2m

Operating loss

\$0.3m

Cash balance

Draft numbers. Finance is currently finalizing 2024 numbers.

Welcome, New Members!



CWC & ENG PLT
Malaysia



L. Gomez Partners & Co., CPAs

L. Gomez Partners & Co.
Philippines



**Al-Sabbagh for Auditing &
Consulting Services**
Jordan

MCMH Associates
Belize



Han Group LLC
USA



SKINNER CLOUSE GROUP

Skinner Clouse Group
USA



CONSULTING

B&R Consulting
Luxembourg

2024 Board Committees

Strategy Committee

Eric Majchrzak (BeachFleischman)

Paul Zdunek (Miller Kaplan)

Robert Minkler, Jr (Anders)

Patrick Lambrechts (BOL International)

Finance Committee

Wayne Pinnell (Haskell & White)

Ronan McGivern (RBK Dublin)

Jake Lawrence (Richey May)

James Parks (Bennett Thrasher)

Mark Hulse (MCMH)

Governance Committee

Alberto Vettoretti (Dezan Shira & Associates)

Paul Oliveira (KLR)

Mowafak Alyafi (Alyafi Group Lebanon)

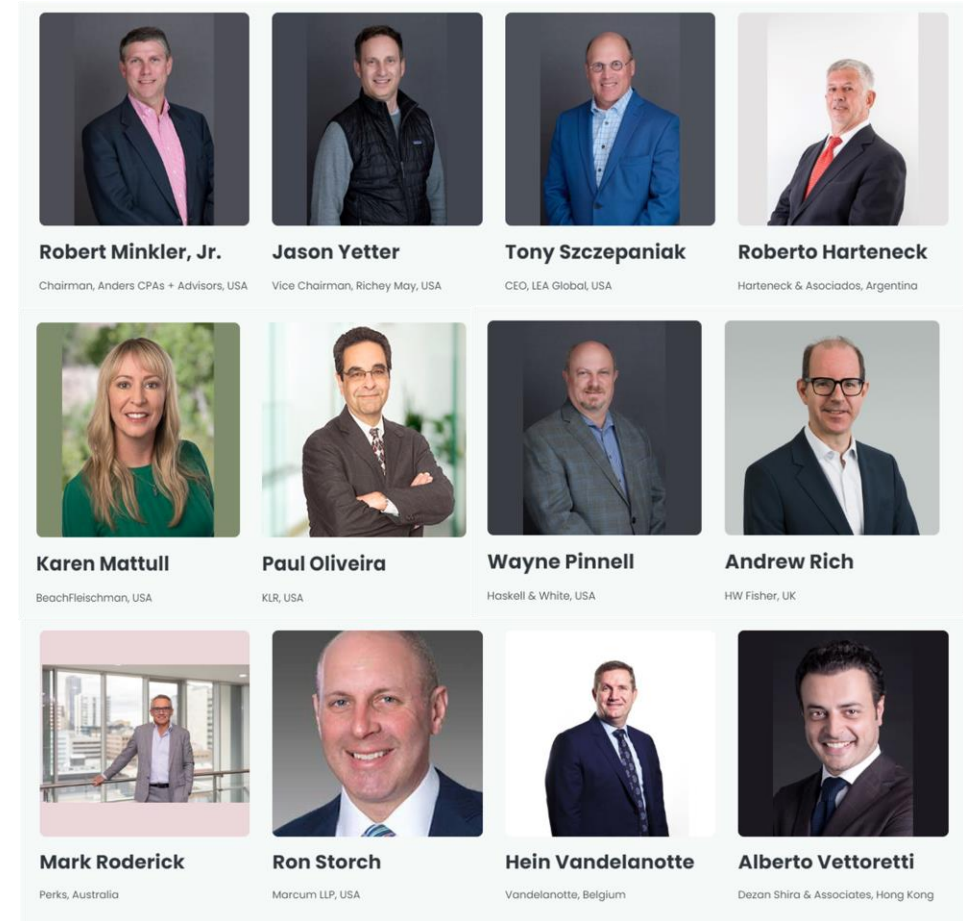
Mihaela Mitroi (Global Tax Advise S.R.L.)

Gerd Foerster (Confidor)

2024 Key Accomplishments

Global

- Added 7 new members
- Launched a comprehensive member survey
- Developed regional and global strategic plans based on member feedback
- Rolled out regional council / board recruitment strategy and application
- Added more providers to the Global Consulting Marketplace
- Quality Councils progressed in every region



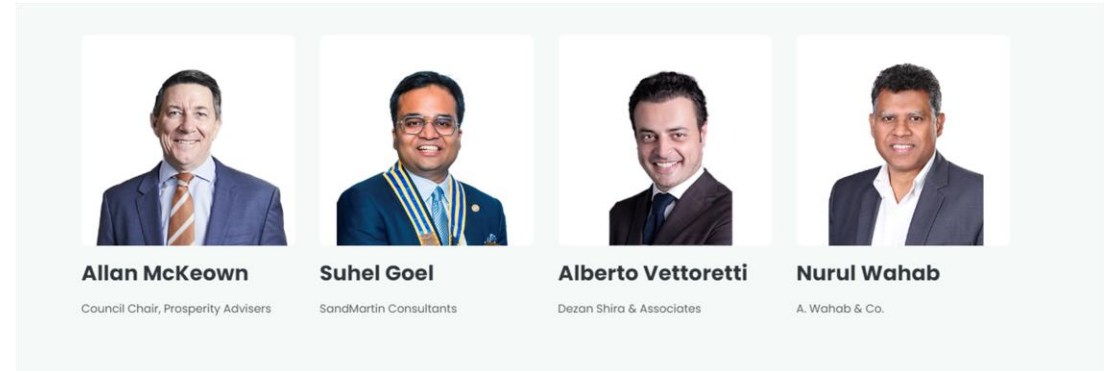
Our Board of Directors

2024 Key Accomplishments

Asia Pacific + Australasia

- Launched Working With Friends for Australia & New Zealand-based firms
- Allan McKeown became Council Chair
- Piloted a YP Working Group
- Young Professionals hosted a webinar on client relationships and email excellence
- Hosted two well attended virtual conferences

Regional Council



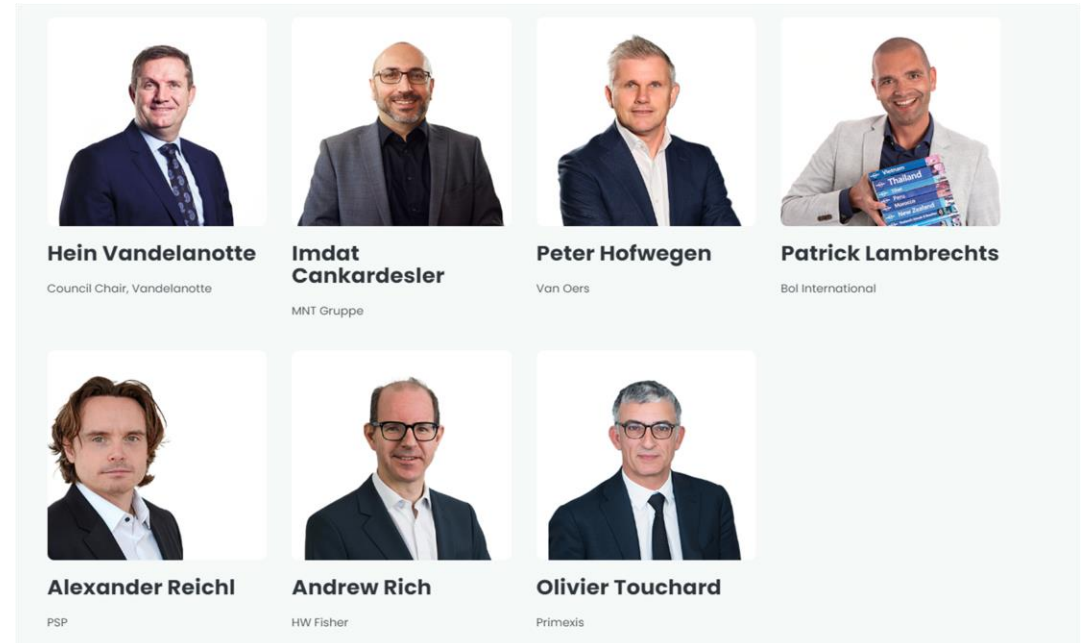
- Xerxes Medora (JK Medora PAC) joins 2025 council

2024 Key Accomplishments

Europe

- Strengthened Collaboration Groups
- Piloted German member Collaboration Group
- Completed second cohort of Working With Friends, making pilot program "operational"

Regional Council

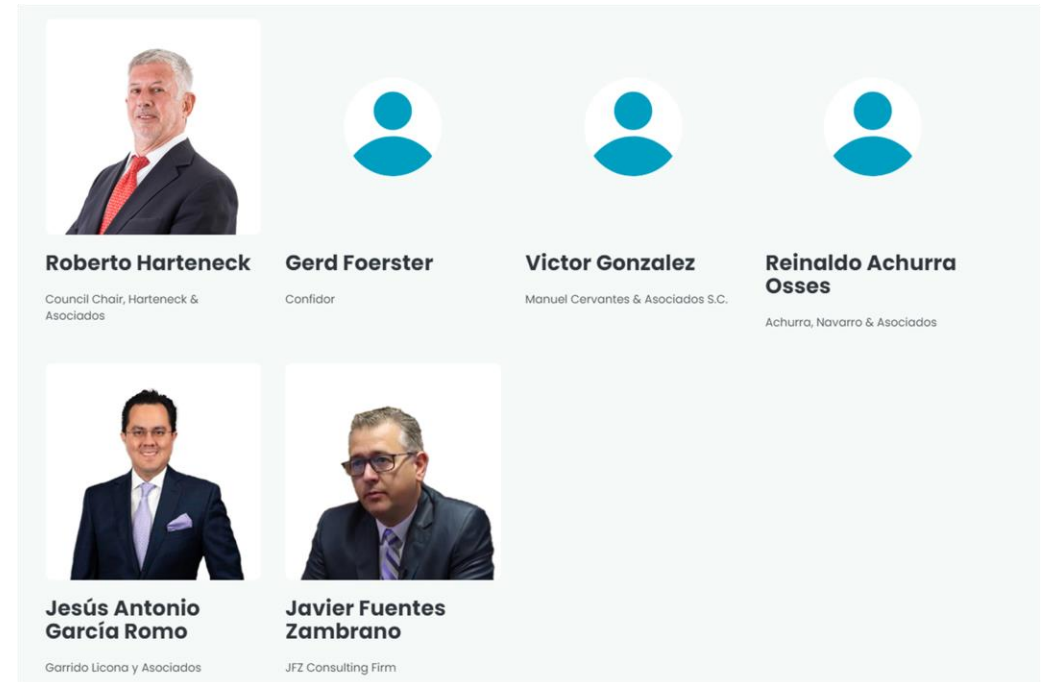


2024 Key Accomplishments

Latin America

- Released second edition of Legis Tributum Analysis
- Members hosted webinars on:
 - Strengthening capacities in the region
 - Growth for young professionals
- Strengthened Collaboration Groups
- Hired a Regional Coordinator

Regional Council



Gerrardo Tasende (GTS joins in 2025)

2024 Key Accomplishments

North America

- Continued Emerging Leaders program and Tax Levels Training
- Michael Kaplan became Council Chair
- Piloted and strengthened Collaboration Groups
- Launched pilot of business advisory program
- Added providers to the NTRC

Regional Council



Michael Kaplan

Council Chair, Miller Kaplan



Jeffrey Call

Bennett Thrasher



Sonia Freeman

PKF Texas



Julie Gustavsson

Kelter



Karen Mattull

BeachFleischman



Earl Pierce

Delap

2024 Key Accomplishments

Middle East + North Africa

- Hosted a virtual conference

Regional Council



Mowafak Alyafi

Council Chair, Alyafi Group



Ali Akesbi

AD Associés



Zaid Alfakeer

Shrakat for Business Development & Management Consulting



Fatma Al-Rushood

Fatma Saqr Al-Rushood Group



Mohamed Ali Farahat

Farahat & Co.



2025: A Look Ahead

The following slides outline our strategic roadmap for LEA Global and its five regions.

2025 Strategic Roadmap: Global

Global Theme	Pillar	Regions
Build community hub with resources to advance Global Talent Exchange .	Talent	APAC
Reset Collaboration Groups to align with LEA and member firms' strategy and pursue specific business outcomes.	Talent	All regions
Grow attendance and engagement in regional conferences and deepen learning as a means to seed future programming.	Talent	All regions
Establish a framework to drive strategic alliance activity between members, share best practices, spotlight successes, and demonstrate value and differentiation.	Alliances	All regions
Develop annual regional growth plans highlighting member engagement, new member acquisition and pipeline management.	Growth	All regions
Firms have a clear understanding of member expectations , action plans to deepen engagement, and derive value through increased participation.	Growth	MENA APAC LATAM
Cultivate a thought leadership discipline that provides actionable insights, best practices and educational resources for members to optimize their talent management, strategic partnerships, growth, and technology adoption.	Transformation	Europe North America

2025 Strategic Roadmap: MENA

Global Theme	Pillar
Connect MENA members to European Collaboration Groups to align with LEA and member firms' strategy and pursue specific business outcomes.	Talent
Grow attendance and engagement in regional conferences and deepen learning as a means to seed future programming.	Talent
Establish a framework to drive strategic alliance activity between members, share best practices, spotlight successes, and demonstrate value and differentiation.	Alliances
Develop annual regional growth plans highlighting member engagement, new member acquisition and pipeline management.	Growth
Firms have a clear understanding of member expectations , action plans to deepen engagement, and derive value through increased participation.	Growth

Growth

REGION	MENA
CURRENT MEMBER REVENUE	USD 30.5 M
CURRENT NUMBER OF FIRMS	13

GROWTH GOALS	
DESIRED NET ADDITIONAL FIRM REVENUE	3M USD
DESIRED NET ADDITIONAL FIRMS	3

Pipeline

Country	Firm Name
Egypt	Gouda & Co
Tunisia	Audasco
Qatar	A. Al Khalifa and Partners for Accounting and Auditing
Yemen	My Audit

Target Countries

- Egypt
- Qatar
- Bahrain
- Oman

2026 MENA Regional Conference Announcement

Considerations

- Join the Europe Conference
 - April timing
 - Single MENA day before or after
- Every other year, separate meeting



Governance Updates

The following slides present a summary of governance changes that were approved in 2024 and went into effect Jan. 1, 2025.

Governance Updates

- The term for each Director is three (3) years. **No director may serve more than two (2) consecutive terms.** Individuals may serve again with a service break of at least one (1) year.
- A director is automatically removed upon notice of departure or disqualification of his/her firm from membership, **unless the Board of Directors agree, by a majority, to retain the Director for a specified period which does not extend beyond the departure date of the outgoing firm.**

Member Expectations

- Members are encouraged to participate in *at least*:
 - Your regional conference
 - World Conference*
 - Managing Partner Circles
 - Relevant collaboration groups
 - Annual General Meeting
- Members in good standing:
 - Complete the annual return
 - Pay invoices on time
 - Submit any peer reviews or requested documents

Additional engagement opportunities can always be found on the member portal.
Sign in at leaglobal.com!