

Literacy Volunteers Of Broome-tioga

Executive Director / CEO

EIN 166182850

NY · NTEE B60

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kristen Gordon Pier, Executive Director / CEO** (\$49,448) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

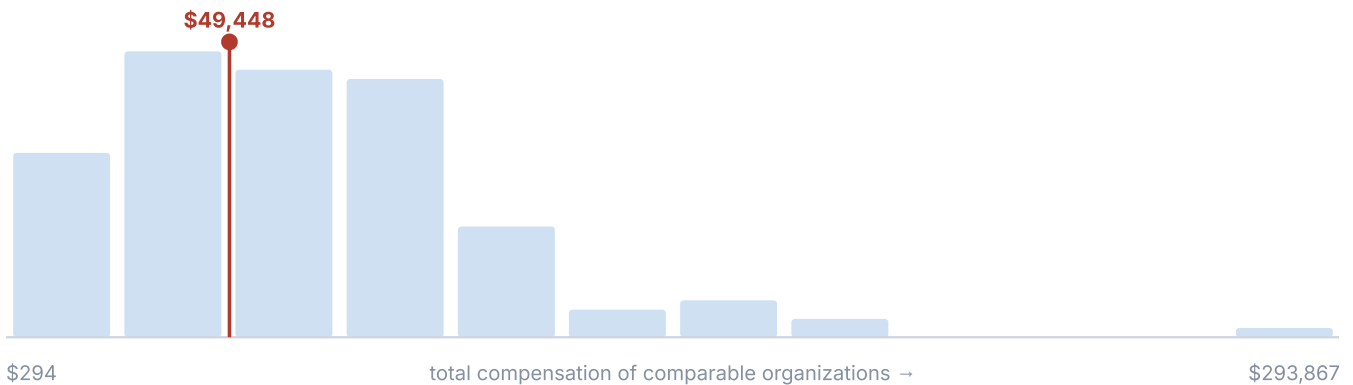
Benchmarked executive: Kristen Gordon Pier — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$156,766 and \$350,970 — 0.67x to 1.50x the subject's \$233,980 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,383	\$34,162	\$62,889	\$85,018	\$107,252	\$49,448
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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 NY 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
Kenosha Literacy Council	WI	\$234,765	Executive Dir.	\$54,654	\$63,166	2025
Growing Oaks Association	OK	\$232,819	Secretarytreasurer	\$73,000	\$91,309	2024
National Coalition For Dialogue & Deliberation	PA	\$236,025	Executive Director	\$16,800	\$19,593	2023
Minnesota Teachers Of English To Speakers Of Other Languages	MN	\$231,475	Executive Assistant	\$15,450	\$17,342	2024
Collaborative Law Institute Of Texas	TX	\$237,143	Exec Director	\$76,546	\$89,547	2023
Gull Island Institute Inc	MA	\$237,443	Clerk	\$41,600	\$42,464	2024
Skyline Agility Club Inc	NY	\$229,644	Former President	\$8,750	\$8,982	2024
Destiny Builders Inc	OK	\$228,764	President	\$87,000	\$108,821	2024
Midcoast Literacy	ME	\$239,926	Executive Director	\$42,498	\$48,339	2024
Ethos Literacy	NM	\$227,120	Executive Director	\$63,000	\$76,971	2024
Leadership Kauai	HI	\$226,010	Executive Dir.	\$70,000	\$73,293	2023
National Hbcu Business Deans Roundtable Inc	NC	\$225,337	Managing Director	\$36,000	\$43,502	2023
New York State Care Management	NY	\$225,135	Executive Director	\$68,250	\$70,056	2024
Remarkable Mens Practice	CA	\$224,685	President	\$10,387	\$10,490	2023
The William And Lanaea C Featherstone	MD	\$224,131	Founder	\$30,000	\$32,800	2023
Iowa City Unesco City Of Literature	IA	\$244,011	Executive Director	\$108,323	\$134,729	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Literacy Chippewa Valley	WI	\$244,707	Executive Di	\$47,017	\$54,340	2025
Harleys Dream	CO	\$245,039	Executive Dir.	\$52,000	\$56,640	2024
Second Chance Education Inc	CA	\$245,689	Ceo	\$59,509	\$60,095	2023
Florida Preborn Rescue Inc	FL	\$245,779	Director	\$124,492	\$132,848	2024
The Reliance College Fund	IL	\$221,037	Pres./treas.	\$88,008	\$98,284	2024
Hey Neighbor	CO	\$246,939	Executive Director	\$39,875	\$43,433	2024
Peak Research Institute	CO	\$247,400	Treasurer	\$30,360	\$33,068	2024
Onelife For Life Inc	MI	\$247,631	President	\$61,644	\$74,411	2023
Anewvista Community Services	CA	\$248,249	President	\$51,200	\$48,926	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 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 NY 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	130 organizations. Compensation range \$294–\$293,867; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$233,980); for reference, expenses \$219,535 and assets \$59,037.
ROLE MATCH	Kristen Gordon Pier, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	39 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	32 nd

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 (Kristen Gordon Pier) 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 130 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,448 is reasonable (approximately the 39th 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.