

Read To Succeed

Executive Director / CEO

EIN 200175948

TN · NTEE B92

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jolene Radnoti, Executive Director / CEO** (\$51,967) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

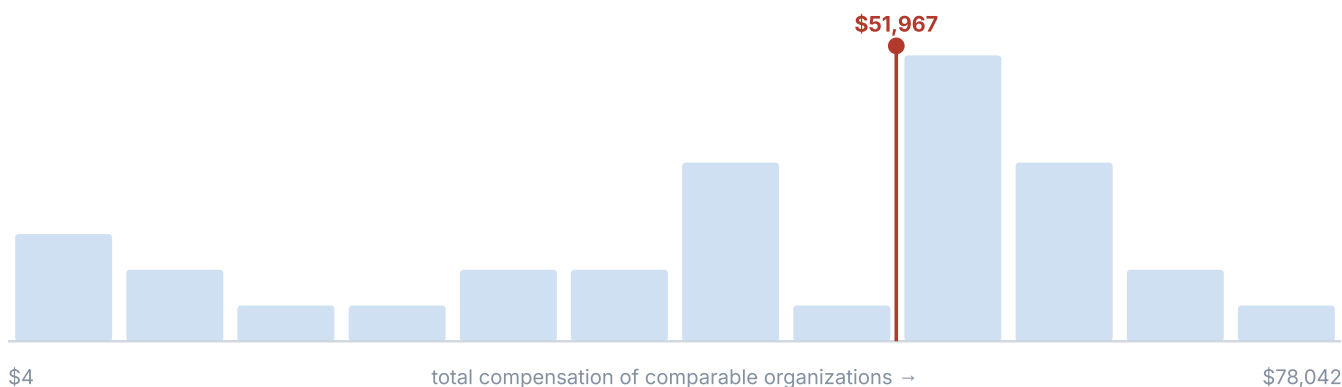
Benchmarked executive: Jolene Radnoti — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B92).
BUDGET	Total revenue between \$154,637 and \$346,203 — 0.67x to 1.50x the subject's \$230,802 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B92), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,548	\$28,811	\$47,008	\$55,572	\$61,510	\$51,967
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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 TN 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
Friends Of Literacy Inc	TN	\$232,045	Executive Director	\$65,948	\$65,948	2024
Family Reading Partnership	NY	\$232,136	Executive Director	\$64,104	\$55,108	2024
Illinois Association For The Education Of Young Children	IL	\$228,890	Executive Director	\$47,678	\$44,593	2024
Girls On The Run Of Greater Rochester	NY	\$233,308	Executive Director	\$61,034	\$52,469	2024
Literacy Volunteers - Winchester Area	VA	\$236,012	Executive Dir.	\$62,450	\$59,059	2023
The Literacy Connection	IL	\$236,641	Executive Dir.	\$57,429	\$55,299	2023
Infinite Scholars Program Of Missouri	MO	\$223,318	President Ceo	\$15,900	\$16,495	2023
Books Inc's Reading Bridge	CA	\$245,325	Executive Director (Part Year)	\$3,219	\$2,644	2024
The Real Program Inc	MA	\$248,178	Director	\$51,050	\$43,643	2024
Literacy Action Of Central Arkansas Inc	AR	\$251,341	Exec Director	\$51,600	\$55,179	2024
Mid-state Literacy Council Inc	PA	\$256,728	Executive Director	\$64,153	\$60,863	2024
Decode Project Inc	KY	\$204,353	Executive Director	\$60,951	\$60,692	2025
Street Books	OR	\$257,697	Executive Director	\$5	\$4	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rowan County Literacy Council Inc	NC	\$259,540	Executive Di	\$33,808	\$33,233	2024
Hope Tutoring Center Inc	TX	\$194,528	Former Exec Dir	\$24,709	\$23,514	2024
Capital Area Literacy Coalition	MI	\$191,294	Director	\$59,860	\$58,780	2024
Kern Literacy Council	CA	\$188,636	Executive Dir	\$84,375	\$69,313	2024
Readwest Inc	NM	\$185,502	Exec Dir	\$61,867	\$61,672	2025
Freedom Readers Inc	SC	\$185,335	National Dir	\$36,250	\$37,041	2023
Ritecare Of Minneapolis-st Paul Inc	MN	\$179,648	Board Member Thru December/administrator	\$29,724	\$27,222	2025
Uplift Literacy Inc	FL	\$282,525	Executive Director	\$52,200	\$45,449	2025
Every Child Can Read Inc	IN	\$172,840	Executive Director	\$4,161	\$4,175	2024
St Louis Black Authors Of Childrens Literature	MO	\$289,700	President	\$42,262	\$42,584	2024
The Epic Foundation Inc	FL	\$162,204	President	\$60,000	\$55,207	2023
The Center A Drop-in Community	CT	\$299,654	Executive Dir.	\$52,700	\$47,008	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	33 organizations. Compensation range \$4–\$78,042; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$230,802); for reference, expenses \$222,685 and assets \$113,989.
ROLE MATCH	Jolene Radnoti, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	52 nd
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	52 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 (Jolene Radnoti) 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 33 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,967 is reasonable (approximately the 52nd 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.