

Mid-state Literacy Council Inc

Executive Director / CEO

EIN 251304265
 PA · NTEE B92Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Amy Wilson, Executive Director / CEO** (\$64,153) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

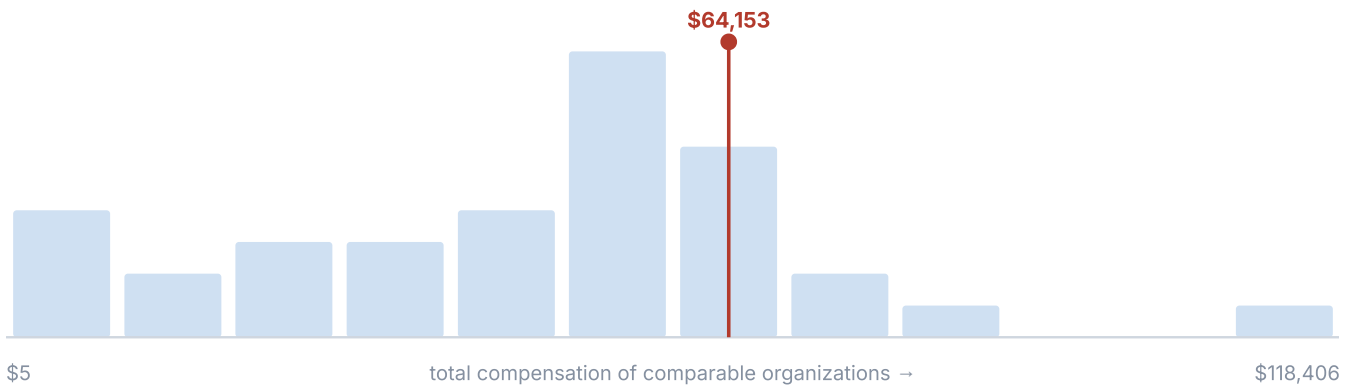
Benchmarked executive: Amy Wilson — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B92Z).
BUDGET	Total revenue between \$172,007 and \$385,092 — 0.67x to 1.50x the subject's \$256,728 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B92), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,897	\$29,531	\$54,776	\$62,105	\$67,915	\$64,153
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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 PA 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
Street Books	OR	\$257,697	Executive Director	\$5	\$5	2023
Rowan County Literacy Council Inc	NC	\$259,540	Executive Di	\$33,808	\$35,030	2024
Literacy Action Of Central Arkansas Inc	AR	\$251,341	Exec Director	\$51,600	\$58,162	2024
The Real Program Inc	MA	\$248,178	Director	\$51,050	\$46,002	2024
Books Inc's Reading Bridge	CA	\$245,325	Executive Director (Part Year)	\$3,219	\$2,787	2024
The Literacy Connection	IL	\$236,641	Executive Dir.	\$57,429	\$58,288	2023
Literacy Volunteers - Winchester Area	VA	\$236,012	Executive Dir.	\$62,450	\$62,252	2023
Girls On The Run Of Greater Rochester	NY	\$233,308	Executive Director	\$61,034	\$55,305	2024
Family Reading Partnership	NY	\$232,136	Executive Director	\$64,104	\$58,087	2024
Friends Of Literacy Inc	TN	\$232,045	Executive Director	\$65,948	\$69,513	2024
Uplift Literacy Inc	FL	\$282,525	Executive Director	\$52,200	\$47,906	2025
Read To Succeed	TN	\$230,802	Executive Director	\$51,967	\$54,776	2024
Illinois Association For The Education Of Young Children	IL	\$228,890	Executive Director	\$47,678	\$47,003	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Louis Black Authors Of Childrens Literature	MO	\$289,700	President	\$42,262	\$44,886	2024
Infinite Scholars Program Of Missouri	MO	\$223,318	President Ceo	\$15,900	\$17,386	2023
The Center A Drop-in Community	CT	\$299,654	Executive Dir.	\$52,700	\$49,549	2024
Palmetto State Literacy Associaton	SC	\$303,184	Treasurer	\$12,000	\$12,554	2024
Learning Is For Tomorrow Inc	MD	\$305,217	Executive Di	\$90,066	\$82,260	2025
Decode Project Inc	KY	\$204,353	Executive Director	\$60,951	\$63,973	2025
Family Literacy Network Inc	TX	\$309,744	Director	\$8,100	\$8,125	2024
Hope Tutoring Center Inc	TX	\$194,528	Former Exec Dir	\$24,709	\$24,785	2024
Enlightenment Bookstore And	NY	\$319,531	Executive Di	\$62,789	\$58,576	2023
Reading Is Essential For All People	GA	\$321,854	President	\$55,000	\$55,455	2024
Capital Area Literacy Coalition	MI	\$191,294	Director	\$59,860	\$61,957	2024
Kern Literacy Council	CA	\$188,636	Executive Dir	\$84,375	\$73,060	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 35 organizations. Compensation range \$5–\$118,406; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$256,728); for reference, expenses \$246,262 and assets \$364,139.
ROLE MATCH	Amy Wilson, 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.
OUTLIERS	1 peer 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	83 rd
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	83 rd

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 (Amy Wilson) 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 35 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,153 is reasonable (approximately the 83rd 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.