





## ● 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 FL 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="#">Adult Learning Alliance Of Arkansas</a>	AR	\$486,928	Executive Director	\$97,612	<b>\$113,785</b>	2025
<a href="#">Danville Church And Community Tutorial Program</a>	VA	\$501,567	Executive Director	\$75,000	<b>\$79,362</b>	2023
<a href="#">Project Transformation Rio Texas</a>	TX	\$510,949	Ceo	\$65,000	<b>\$69,213</b>	2024
<a href="#">New Hope Community Development Corporation Inc</a>	NJ	\$523,532	Secretary-admin	\$83,957	<b>\$77,737</b>	2025
<a href="#">The Diversity Initiative Inc</a>	FL	\$456,581	President	\$16,000	<b>\$15,588</b>	2025
<a href="#">Altrusa International Foundation Inc</a>	IL	\$528,497	Executive Director	\$121,651	<b>\$127,309</b>	2024
<a href="#">826 Msp</a>	MN	\$450,319	Executive Director	\$41,166	<b>\$44,579</b>	2023
<a href="#">Marguerite Kiefer Education Center Inc</a>	CA	\$533,613	Executive Dir.	\$95,966	<b>\$88,210</b>	2024
<a href="#">Steamboat Reading Inc</a>	CO	\$440,415	Executive Dir.	\$83,213	<b>\$84,936</b>	2024
<a href="#">The Max Warburg Courage Curriculum Inc</a>	MA	\$435,351	Executive Director	\$128,694	<b>\$123,104</b>	2024
<a href="#">Healthy Cities Tutoring Inc</a>	CA	\$431,927	Executive Dir.	\$133,900	<b>\$119,906</b>	2025
<a href="#">Sit Stay Read Inc</a>	IL	\$429,365	Executive Director	\$148,186	<b>\$151,081</b>	2025
<a href="#">Leap Year Inc</a>	GA	\$569,914	Executive Di	\$85,000	<b>\$90,977</b>	2024
<a href="#">Media Upper Providence Free Library</a>	PA	\$571,419	Executive Director	\$88,415	<b>\$96,629</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">We Shall Read</a>	MI	\$407,953	Executive Director	\$97,183	<b>\$106,778</b>	2024
<a href="#">Hollywood Education And Literacy Project Miami Inc</a>	FL	\$573,899	Dirpres	\$76,015	<b>\$76,015</b>	2024
<a href="#">Start The Adventure In Reading Inc</a>	LA	\$574,002	Executive Director	\$69,387	<b>\$83,734</b>	2023
<a href="#">Dyslexia Reading Connection Inc</a>	WI	\$402,730	Executive Dir.	\$56,640	<b>\$62,967</b>	2024
<a href="#">Rhode Island Tutorial &amp; Educational</a>	RI	\$588,618	Co-director	\$40,800	<b>\$41,645</b>	2024
<a href="#">Read To Succeed Asheville</a>	NC	\$591,834	Executive Dir.	\$74,691	<b>\$80,035</b>	2025
<a href="#">Literacy Volunteers Of Central</a>	CT	\$593,345	Executive Di	\$69,962	<b>\$68,028</b>	2025
<a href="#">Smart Family Literacy Inc</a>	TX	\$387,857	Executive Dir.	\$60,625	<b>\$64,554</b>	2024
<a href="#">Desiring Advancement Overseas Inc</a>	TN	\$382,749	President	\$58,000	<b>\$66,814</b>	2023
<a href="#">Gaining Ground Inc</a>	OK	\$366,413	Executive Director	\$57,634	<b>\$69,550</b>	2023
<a href="#">Tulsa Literary Coalition Inc</a>	OK	\$622,097	Executive Dir.	\$79,536	<b>\$95,981</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 38 organizations. Compensation range \$11,390–\$151,081; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$490,721); for reference, expenses \$539,202 and assets \$521,714.

**ROLE MATCH** Julia Young, reported title "CEO", 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	37 <sup>th</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 (Julia Young) 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 10, 2026, comparing compensation against 38 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,308 is reasonable (approximately the 39<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 10, 2026.