

# Voicecorps Reading Services Inc

Executive Director / CEO

EIN 341169085  
OH · NTEE A34Z  
FY ending 2023-06-30  
June 10, 2026

This analysis benchmarks the total compensation of **Mark Jividen, Executive Director / CEO** (\$54,474) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Mark Jividen — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

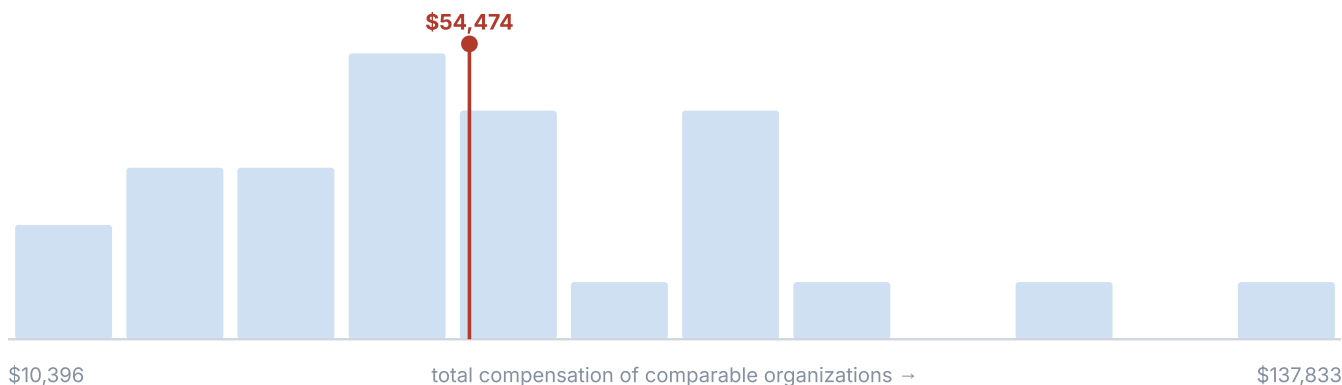
**SECTOR** Organizations sharing the subject's NTEE classification (A34Z).

**BUDGET** Total revenue between \$249,920 and \$559,524 — 0.67x to 1.50x the subject's \$373,016 (the band tightens as size grows).

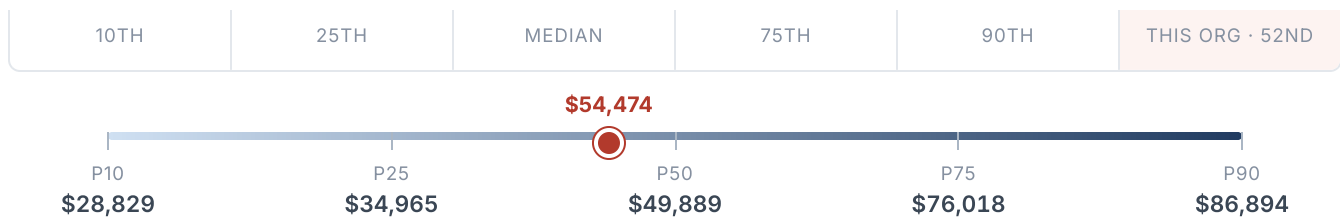
**GEOGRAPHY** Same NTEE sector (A34), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,829	\$34,965	\$49,889	\$76,018	\$86,894	\$54,474
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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 OH 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="#">Ricochet Productions Inc</a>	CA	\$366,284	President/ceo	\$63,000	<b>\$49,889</b>	2024
<a href="#">Gospel Opportunities Inc</a>	MI	\$392,127	Manager/boar	\$61,175	<b>\$57,906</b>	2024
<a href="#">Gallup Public Radio Inc</a>	NM	\$345,431	Station Mana	\$78,129	<b>\$77,062</b>	2024
<a href="#">Skeptoid Media Inc</a>	OR	\$343,012	Executive Di	\$107,100	<b>\$91,210</b>	2024
<a href="#">El Buen Samaritano Radio Ministry</a>	CA	\$404,005	Ceo	\$35,750	<b>\$28,310</b>	2024
<a href="#">World Music Productions</a>	NY	\$336,580	Executive Dir.	\$21,000	<b>\$17,403</b>	2024
<a href="#">Sunrise Communications Inc</a>	NE	\$332,983	General Mana	\$57,348	<b>\$56,566</b>	2024
<a href="#">Bloomington Community Radio Inc</a>	IN	\$416,944	General Manager	\$50,721	<b>\$49,052</b>	2024
<a href="#">International Media Project</a>	CA	\$325,761	Executive Director	\$101,554	<b>\$80,419</b>	2024
<a href="#">Kekahu Foundation Inc Dba Kkcr</a>	HI	\$320,448	General Manager	\$37,778	<b>\$31,018</b>	2024
<a href="#">Harvest Broadcasting Company Inc</a>	CA	\$312,976	Member At Large	\$37,389	<b>\$29,608</b>	2024
<a href="#">Christian Media Inc</a>	NE	\$300,084	General Director	\$49,044	<b>\$49,804</b>	2023
<a href="#">Quad Cities Community Broadcasting Group</a>	IL	\$447,933	President	\$65,745	<b>\$59,275</b>	2024
<a href="#">J C Maxwell Broadcasting Corporatio</a>	MS	\$294,860	General Manager	\$33,251	<b>\$34,965</b>	2023
<a href="#">Renewal Ministries</a>	TN	\$461,326	President	\$63,000	<b>\$60,730</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Radio For The Blind &amp; Print Handicapped</a>	LA	\$271,454	Executive Dir.	\$47,500	<b>\$47,966</b>	2024
<a href="#">Mje Broadcasting Inc</a>	TN	\$264,501	President	\$142,986	<b>\$137,833</b>	2024
<a href="#">Wayword Inc</a>	CA	\$263,967	Ceo/officer	\$54,436	<b>\$43,107</b>	2024
<a href="#">Foundation To Advance Jazz</a>	CA	\$489,131	Executive Director Chief Content Officer	\$98,000	<b>\$79,897</b>	2023
<a href="#">Kfug Community Radio Inc</a>	CA	\$250,385	Board Member	\$40,640	<b>\$32,182</b>	2024
<a href="#">Central Dakota Enterprises Inc</a>	ND	\$507,039	Station Manager	\$113,542	<b>\$111,323</b>	2025
<a href="#">The Kitchen Sisters Productions</a>	CA	\$507,894	Co-executive	\$84,117	<b>\$66,611</b>	2024
<a href="#">Global Pediatric Alliance</a>	CA	\$518,815	Executive Director	\$93,242	<b>\$76,018</b>	2023
<a href="#">Lakota Communications Inc</a>	SD	\$519,975	Executive Di	\$38,112	<b>\$38,574</b>	2024
<a href="#">Korean Christian Broadcasting System</a>	IL	\$520,912	President	\$11,200	<b>\$10,396</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2023 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 OH 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    **25** organizations. Compensation range \$10,396–\$137,833; filing years 2023–2025.

SIZE BASIS     Matched on total revenue (\$373,016); for reference, expenses \$332,131 and assets \$863,717.

**ROLE MATCH** Mark Jividen, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Mark Jividen) 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 25 similarly situated organizations (Same NTEE sector (A34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,474 is reasonable (approximately the 52<sup>nd</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.