

# Reading Is Essential For All People

Executive Director / CEO

EIN 462262007

GA · NTEE B92

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Rhett, Executive Director / CEO** (\$55,000) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

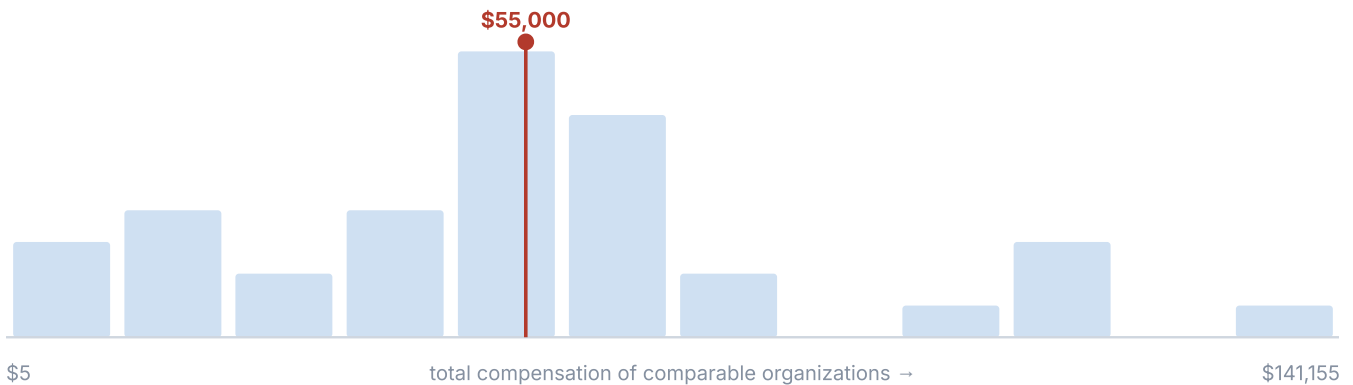
**Benchmarked executive:** Jennifer Rhett — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B92).
BUDGET	Total revenue between \$215,642 and \$482,781 — 0.67x to 1.50x the subject's \$321,854 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B92), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,508	\$39,923	\$57,329	\$63,966	\$105,896	\$55,000
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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 GA 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="#">Enlightenment Bookstore And</a>	NY	\$319,531	Executive Di	\$62,789	<b>\$58,095</b>	2023
<a href="#">Family Literacy Network Inc</a>	TX	\$309,744	Director	\$8,100	<b>\$8,058</b>	2024
<a href="#">Learning Is For Tomorrow Inc</a>	MD	\$305,217	Executive Di	\$90,066	<b>\$81,585</b>	2025
<a href="#">Main Street Scholars</a>	CA	\$338,848	Executive Di	\$36,000	<b>\$30,120</b>	2025
<a href="#">Palmetto State Literacy Associaton</a>	SC	\$303,184	Treasurer	\$12,000	<b>\$12,451</b>	2024
<a href="#">The Center A Drop-in Community</a>	CT	\$299,654	Executive Dir.	\$52,700	<b>\$49,143</b>	2024
<a href="#">Every Child A Reader In Escambia Inc</a>	FL	\$344,366	Executive Director	\$61,059	<b>\$57,047</b>	2024
<a href="#">Lifechange Community Service Inc</a>	CA	\$347,084	Key Employee	\$22,917	<b>\$19,681</b>	2024
<a href="#">St Louis Black Authors Of Childrens Literature</a>	MO	\$289,700	President	\$42,262	<b>\$44,518</b>	2024
<a href="#">Maryland Reads Inc</a>	MD	\$355,083	Executive Director	\$126,300	<b>\$117,435</b>	2024
<a href="#">Uplift Literacy Inc</a>	FL	\$282,525	Executive Director	\$52,200	<b>\$47,513</b>	2025
<a href="#">Gaining Ground Inc</a>	OK	\$366,413	Executive Director	\$57,634	<b>\$64,981</b>	2023
<a href="#">Desiring Advancement Overseas Inc</a>	TN	\$382,749	President	\$58,000	<b>\$62,424</b>	2023
<a href="#">Rowan County Literacy Council Inc</a>	NC	\$259,540	Executive Di	\$33,808	<b>\$34,742</b>	2024
<a href="#">Street Books</a>	OR	\$257,697	Executive Director	\$5	<b>\$5</b>	2023
<a href="#">Mid-state Literacy Council Inc</a>	PA	\$256,728	Executive Director	\$64,153	<b>\$63,627</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Smart Family Literacy Inc</a>	TX	\$387,857	Executive Dir.	\$60,625	<b>\$60,313</b>	2024
<a href="#">Literacy Action Of Central Arkansas Inc</a>	AR	\$251,341	Exec Director	\$51,600	<b>\$57,685</b>	2024
<a href="#">The Real Program Inc</a>	MA	\$248,178	Director	\$51,050	<b>\$45,624</b>	2024
<a href="#">Books Inc's Reading Bridge</a>	CA	\$245,325	Executive Director (Part Year)	\$3,219	<b>\$2,764</b>	2024
<a href="#">Dyslexia Reading Connection Inc</a>	WI	\$402,730	Executive Dir.	\$56,640	<b>\$58,830</b>	2024
<a href="#">The Literacy Connection</a>	IL	\$236,641	Executive Dir.	\$57,429	<b>\$57,810</b>	2023
<a href="#">Literacy Volunteers - Winchester Area</a>	VA	\$236,012	Executive Dir.	\$62,450	<b>\$61,741</b>	2023
<a href="#">We Shall Read</a>	MI	\$407,953	Executive Director	\$97,183	<b>\$99,762</b>	2024
<a href="#">Girls On The Run Of Greater Rochester</a>	NY	\$233,308	Executive Director	\$61,034	<b>\$54,851</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	36 organizations. Compensation range \$5–\$141,155; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$321,854); for reference, expenses \$291,101 and assets \$303,967.
ROLE MATCH	Jennifer Rhett, reported title " <i>PRESIDENT</i> ", 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	6 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	47 <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 (Jennifer Rhett) 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 36 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 47<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 9, 2026.