

Bolivar County Literacy Council

Executive Director / CEO

EIN 640793252

MS · NTEE P20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Audrey Saia, Executive Director / CEO** (\$65,313) against **every comparable organization** that fit the selection criteria — **521** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

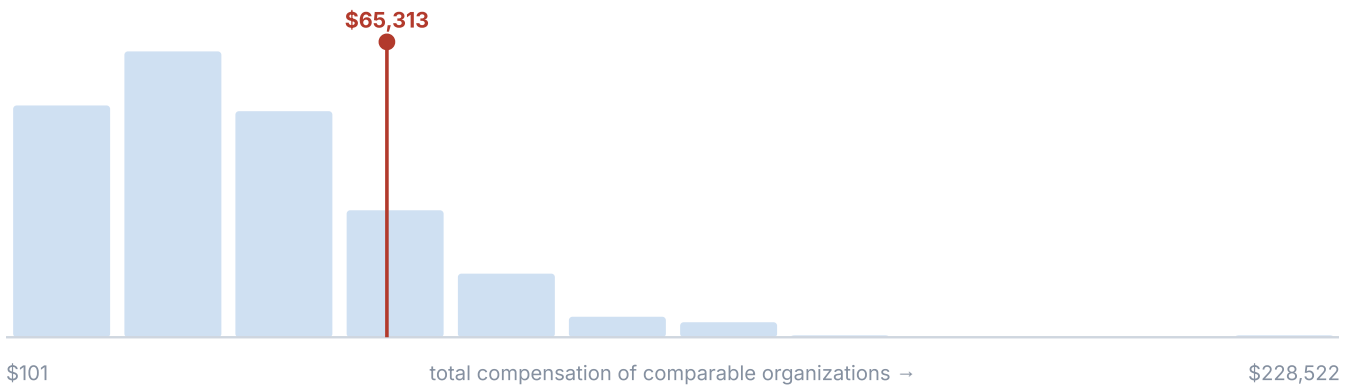
Benchmarked executive: Audrey Saia — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$109,552 and \$245,266 — 0.67x to 1.50x the subject's \$163,511 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

521 organizations qualified on sector, size, and geography → **521** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$9,288	\$20,065	\$36,191	\$56,509	\$77,744	\$65,313
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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 MS 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
United Women Of Color	AL	\$163,505	Executive Di	\$8,400	\$8,389	2023
Nextstep Ministries	CA	\$163,347	President/exec Director	\$27,524	\$21,340	2024
Junior Charity League Of Concordinc	NC	\$163,213	Executive Di	\$13,881	\$13,258	2023
Helping Hands Of Kilgore	TX	\$162,622	Executive Dir.	\$33,000	\$29,639	2024
Policy Works Inc	FL	\$164,687	President	\$29,771	\$25,853	2023
Timothy's Ministry	IL	\$162,217	Director	\$91,340	\$80,627	2024
Northern California Dr Martin Luther King Jr Community Foundatio	CA	\$164,851	Officer	\$99,220	\$74,943	2025
Danville Police Association	IL	\$162,163	Secretary	\$288	\$262	2023
Summit Adaptive Sports Inc	CT	\$165,645	President, Executive Director	\$35,000	\$28,705	2025
Santa Monica Bay Area Human Relations	CA	\$166,141	Director	\$80,844	\$62,679	2024
Foundation For Family And Community	VA	\$166,147	Executive Dir.	\$41,500	\$35,978	2024
Sustainable Silicon Valley	CA	\$166,295	Executive Dir.	\$26,833	\$20,804	2024
Flourish Ministries Inc	CA	\$160,448	President	\$89,347	\$71,318	2023
Hygieia Behavioral Health Foundation Inc	CA	\$166,700	President And Ceo	\$120,000	\$93,037	2024
Childrens Lantern Inc	OH	\$166,793	Executive Director	\$42,956	\$42,057	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Harvest Resources In Anne Arundel County Inc	MD	\$166,850	Executive Director	\$47,300	\$39,705	2024
Spring Community Partners Inc	NY	\$167,015	Executive Dir.	\$40,700	\$33,997	2023
Mission Minded Recovery Inc	GA	\$167,036	Executive Director	\$63,635	\$57,449	2024
Potters House Ministries Inc	OH	\$167,060	Executive Director	\$65,167	\$61,973	2024
Troy Dream Center Inc	MO	\$167,207	Director Of The Troy Dream Center	\$45,000	\$42,794	2024
Marianas Alliance Of Non-governmental	MP	\$167,421	Executive Dir.	\$23,646	\$23,646	2024
Reaching 360	TN	\$158,822	President	\$84,800	\$82,397	2023
Hope Ministries Inc	GA	\$168,269	Executive Director	\$34,075	\$30,763	2024
La Dream Center Inc	AL	\$168,693	Executive Director	\$24,000	\$23,968	2023
All Babies Cherished Inc	NY	\$158,208	Executive Director	\$29,584	\$24,003	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	521 organizations. Compensation range \$101–\$228,522; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$163,511); for reference, expenses \$162,288 and assets \$214,824.
ROLE MATCH	Audrey Saia, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	84 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	80 th

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 (Audrey Saia) 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 521 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,313 is reasonable (approximately the 84th 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.