

Childrens Books On Wheels

Executive Director / CEO

EIN 680598381
 TX · NTEE O50
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Rita Wiltz, Executive Director / CEO** (\$72,800) against **every comparable organization** that fit the selection criteria — **232** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

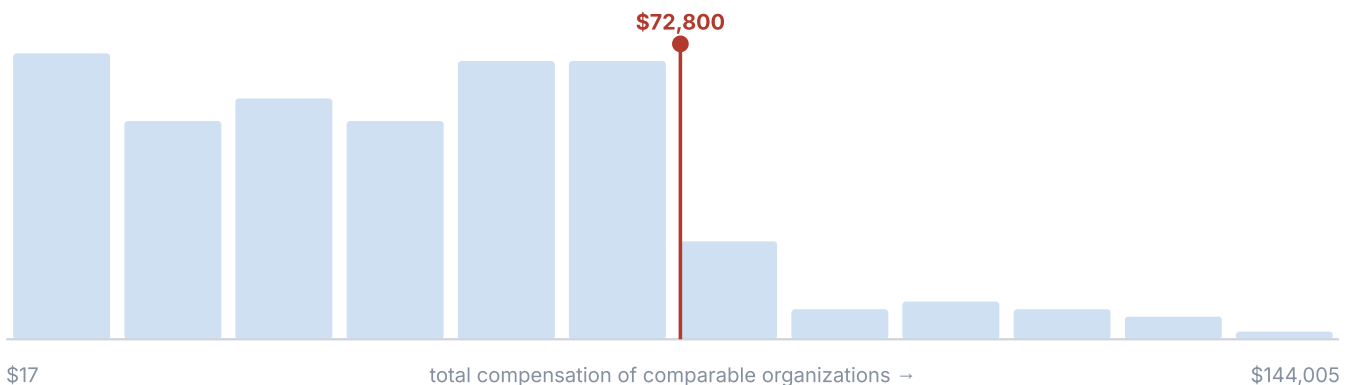
Benchmarked executive: Rita Wiltz — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$107,053 and \$239,671 — 0.67x to 1.50x the subject's \$159,781 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

232 organizations qualified on sector, size, and geography → **232** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,566	\$20,814	\$43,763	\$63,588	\$76,021	\$72,800
---------	----------	----------	----------	----------	----------



● 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 TX 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
South Central Education Development Inc	WV	\$158,951	President/executive Director	\$90,208	\$94,840	2024
Toughest Kids Inc	GA	\$158,664	Executive Di	\$3,000	\$2,929	2024
Hip-hope Inc	IA	\$158,432	Chaplain/bookkeeper	\$1,500	\$1,595	2024
Tilghman Area Youth Association Inc	MD	\$158,317	Executive Dir.	\$26,839	\$24,364	2024
Inland Circle	CA	\$161,393	Chief Executive Officer	\$26,550	\$22,261	2024
Shoreline Sports Foundation	WA	\$161,614	Executive Dir.	\$58,900	\$51,205	2024
The Play4peace Initiative	MA	\$157,947	President, C	\$45,000	\$39,265	2024
Young Women Lead Inc	KY	\$161,844	Executive Director	\$56,583	\$59,029	2024
Girls On The Run Greater Connecticut	CT	\$161,914	Executive Director	\$39,334	\$34,888	2025
Sis Circles Inc	GA	\$162,427	Key Employee	\$63,900	\$62,388	2024
Byrd House Behavioral Youth Resource Development Incorporated	GA	\$157,072	Executive Director	\$2,100	\$2,051	2024
Game Changers Leadership And Peer	OH	\$155,990	Executive Di	\$97,800	\$97,990	2025
Girls On The Run Orlando Inc	FL	\$155,730	Executive Dir.	\$13,750	\$12,543	2024
Kidnected World	UT	\$163,909	Coo	\$72,000	\$71,554	2024
The Academy365 Inc	NJ	\$154,739	Ceo	\$21,496	\$18,636	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Child Evangelism Fellowship Of Dauphin County Inc	PA	\$164,829	Ministry Director	\$48,787	\$47,241	2024
Helix Illinois Nfp	IL	\$154,307	Executive Dir.	\$30,000	\$28,638	2024
Girls Rock St Pete Inc	FL	\$165,821	Director	\$68,083	\$62,105	2024
Soul River Inc	OR	\$165,888	President	\$80,040	\$72,175	2024
Hornets Hive	MN	\$165,935	Executive Director	\$15,080	\$14,896	2023
Laurel Highlands	PA	\$153,517	President/tr	\$5,834	\$5,650	2024
Abilities Movement Inc	NY	\$153,057	Executive Director	\$68,840	\$58,845	2025
Latinos Count Inc	IN	\$167,459	Executive Dir.	\$24,000	\$25,302	2023
Youth Opportunity Foundation Inc	IN	\$151,861	Ceo	\$63,581	\$65,106	2024
Young Nation	MI	\$167,748	Executive Director	\$62,400	\$62,540	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	232 organizations. Compensation range \$17–\$144,005; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$159,781); for reference, expenses \$153,619 and assets \$85,848.
ROLE MATCH	Rita Wiltz, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	88 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	88 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 (Rita Wiltz) 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 232 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,800 is reasonable (approximately the 88th 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.