

Adult Learning Alliance Of Arkansas

Executive Director / CEO

EIN 710690604
 AR · NTEE B92Z
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Nancy Leonhardt, Executive Director / CEO** (\$97,612) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

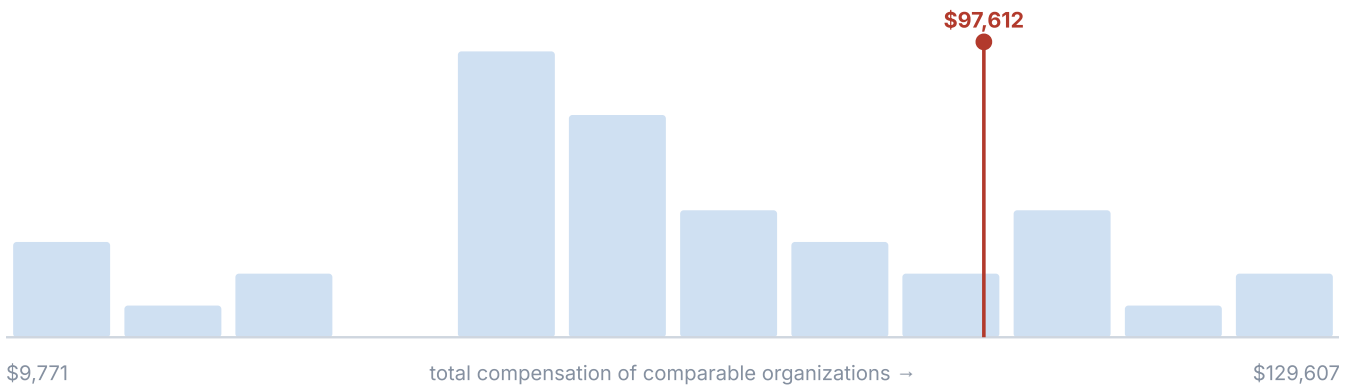
Benchmarked executive: Nancy Leonhardt — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B92Z).
BUDGET	Total revenue between \$326,241 and \$730,392 — 0.67x to 1.50x the subject's \$486,928 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B92), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$33,305	\$56,949	\$68,371	\$82,800	\$108,243	\$97,612
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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 AR 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
Page 15 Inc	FL	\$490,721	Ceo	\$74,308	\$63,746	2024
Danville Church And Community Tutorial Program	VA	\$501,567	Executive Director	\$75,000	\$68,082	2023
Project Transformation Rio Texas	TX	\$510,949	Ceo	\$65,000	\$59,375	2024
The Diversity Initiative Inc	FL	\$456,581	President	\$16,000	\$13,372	2025
New Hope Community Development Corporation Inc	NJ	\$523,532	Secretary-admin	\$83,957	\$66,688	2025
826 Msp	MN	\$450,319	Executive Director	\$41,166	\$38,242	2023
Altrusa International Foundation Inc	IL	\$528,497	Executive Director	\$121,651	\$109,214	2024
Steamboat Reading Inc	CO	\$440,415	Executive Dir.	\$83,213	\$72,864	2024
Marguerite Kiefer Education Center Inc	CA	\$533,613	Executive Dir.	\$95,966	\$75,672	2024
The Max Warburg Courage Curriculum Inc	MA	\$435,351	Executive Director	\$128,694	\$105,606	2024
Healthy Cities Tutoring Inc	CA	\$431,927	Executive Dir.	\$133,900	\$102,863	2025
Sit Stay Read Inc	IL	\$429,365	Executive Director	\$148,186	\$129,607	2025
We Shall Read	MI	\$407,953	Executive Director	\$97,183	\$91,600	2024
Leap Year Inc	GA	\$569,914	Executive Di	\$85,000	\$78,046	2024
Dyslexia Reading Connection Inc	WI	\$402,730	Executive Dir.	\$56,640	\$54,017	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Media Upper Providence Free Library	PA	\$571,419	Executive Director	\$88,415	\$82,894	2023
Hollywood Education And Literacy Project Miami Inc	FL	\$573,899	Dirpres	\$76,015	\$65,210	2024
Start The Adventure In Reading Inc	LA	\$574,002	Executive Director	\$69,387	\$71,832	2023
Smart Family Literacy Inc	TX	\$387,857	Executive Dir.	\$60,625	\$55,379	2024
Rhode Island Tutorial & Educational	RI	\$588,618	Co-director	\$40,800	\$35,726	2024
Desiring Advancement Overseas Inc	TN	\$382,749	President	\$58,000	\$57,317	2023
Read To Succeed Asheville	NC	\$591,834	Executive Dir.	\$74,691	\$68,659	2025
Literacy Volunteers Of Central	CT	\$593,345	Executive Di	\$69,962	\$58,358	2025
Gaining Ground Inc	OK	\$366,413	Executive Director	\$57,634	\$59,664	2023
Maryland Reads Inc	MD	\$355,083	Executive Director	\$126,300	\$107,827	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR cost of living and 2025 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 AR 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 38 organizations. Compensation range \$9,771–\$129,607; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$486,928); for reference, expenses \$423,225 and assets \$542,258.

ROLE MATCH	Nancy Leonhardt, reported title " <i>EXECUTIVE DIRECTOR</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	4 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	82 nd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	82 nd

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 (Nancy Leonhardt) 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 38 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,612 is reasonable (approximately the 82nd 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.