

Richardson Adult Literacy Center

Executive Director / CEO

EIN 752337073
 TX · NTEE B61Z
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Ann Banks, Executive Director / CEO** (\$75,833) against the **2000** closest of **2,345** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Ann Banks — 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 (B61Z).
BUDGET	Total revenue between \$154,234 and \$345,301 — 0.67x to 1.50x the subject's \$230,201 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,345 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$7,942	\$22,718	\$44,454	\$67,398	\$94,669	\$75,833
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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 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
Logan City School District	UT	\$230,246	Executive Director	\$6,530	\$6,858	2024
La Escuelita	NC	\$230,144	Founding Director	\$11,500	\$12,193	2024
Global Youth Leadership Center	CA	\$230,262	Founder	\$125,000	\$110,759	2024
Crayon Corner Learning Center Inc	IA	\$230,274	Director	\$44,009	\$48,172	2025
Pomona Hope	CA	\$230,104	Executive Dir.	\$60,973	\$54,026	2024
Pacific Tax Policy Institute	CA	\$230,100	Executive Di	\$35,000	\$31,012	2024
International Women's Coffee Alliance	IL	\$230,315	Executive Director	\$43,264	\$44,934	2023
College Of Idaho 2nd Century Fund	ID	\$229,987	Vp Finance & Administration	\$14,291	\$15,600	2024
The Partnership For Excellence	OH	\$229,942	President &	\$152,192	\$170,294	2023
Mesquite Christian Academy Inc	NV	\$229,787	Principal	\$30,000	\$30,857	2024
Wikitongues Inc	NY	\$230,663	Executive Director	\$59,796	\$57,083	2023
Auburn Mountainview Booster Club	WA	\$229,645	Treasurer	\$7,000	\$6,431	2024
Skyline Agility Club Inc	NY	\$229,644	Former President	\$8,750	\$8,114	2024
Read To Succeed	TN	\$230,802	Executive Director	\$51,967	\$56,052	2024
Institute For Democratic Education	MS	\$229,599	Executive Director	\$114,157	\$130,465	2024
The Well Summit Co	AR	\$229,511	Manager	\$23,958	\$27,634	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Research Triangle Chapter Of The	NC	\$230,904	Executive Director	\$39,050	\$41,403	2024
Plymouth Nursery School	IA	\$230,926	Director	\$35,910	\$40,347	2024
Enterprise Institute	SD	\$231,030	Executive Director	\$153,725	\$179,233	2023
Theresa A Mike Scholarship Foundation	CA	\$229,347	Executive Director	\$62,468	\$55,351	2024
Tift County Foundation	GA	\$229,338	Executive Di	\$55,563	\$55,850	2025
Washington Civil & Disability Advocate	WA	\$231,080	Vice President/litigator	\$49,680	\$45,641	2024
Start School Later Inc	MD	\$231,096	Executive Director	\$15,000	\$14,390	2024
Folk Education Services	WA	\$229,297	Director	\$21,125	\$19,408	2024
Qed Foundation Inc	NH	\$229,294	Executive Di	\$91,003	\$88,772	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	2000 organizations. Compensation range \$1–\$451,473; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$230,201); for reference, expenses \$250,563 and assets \$125,493.
ROLE MATCH	Ann Banks, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	236 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 62 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	80 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	71 st

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 (Ann Banks) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,833 is reasonable (approximately the 80th 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.