

Sc Career Kids

Executive Director / CEO

EIN 862819643

SC · NTEE B90

FY ending 2025-01-31

June 9, 2026

This analysis benchmarks the total compensation of **Katy C Wiggs, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Katy C Wiggs — reported title "FOUNDER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

BUDGET Total revenue between \$28,580 and \$63,985 — 0.67x to 1.50x the subject's \$42,657 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,134	\$11,308	\$16,186	\$46,287	\$108,224	\$15,000
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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 SC 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
Illinois Education Association	IL	\$40,330	President	\$82,125	\$81,786	2023
Point Park University Foundation	PA	\$40,063	President (Exited 1/23)	\$442,037	\$446,533	2023
Academy 3a Inc	NJ	\$45,296	President An	\$4,950	\$4,348	2024
Inspiring Services Inc	GA	\$46,023	Member	\$1,328	\$1,314	2024
Childrens Literacy Project	NC	\$46,377	Executive Director	\$18,112	\$18,413	2024
World Trade Center Delaware	DE	\$38,245	President	\$46,667	\$46,287	2023
Bartlett Education Foundation	TN	\$37,958	Executive Director	\$18,470	\$19,667	2023
Parents Connected	CA	\$37,316	Executive Director	\$18,000	\$15,293	2024
Berkeley Heights Huaxia Chinese School C	NJ	\$49,281	Principal	\$1,080	\$949	2024
Association Of Two-way And Dual	CA	\$52,172	Executive Dir.	\$155,000	\$131,689	2024
Aj Center Inc	FL	\$52,350	Vp	\$12,500	\$11,554	2024
Alliance Aft Education Center Inc	TX	\$30,267	Coordinator	\$10,100	\$10,234	2023
The Aspire Difference Foundation Inc	GA	\$30,000	President	\$15,892	\$16,186	2023
Psychiatric Clinical Faculty Association	CA	\$56,632	Executive Dir.	\$16,925	\$14,380	2024
Community After School Program Inc	OK	\$61,535	Executive Dir.	\$83,000	\$92,580	2023
Philadelphia Children's Foundation	PA	\$62,288	Exec Director	\$45,000	\$45,458	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Children's Center For Behavioral	IL	\$62,529	President	\$12,000	\$11,308	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	17 organizations. Compensation range \$949–\$446,533; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$42,657); for reference, expenses \$260,305 and assets \$237,356. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Katy C Wiggs, reported title " <i>FOUNDER</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	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	41st
Total compensation (D + F), as reported (no adjustments)	35th
Reportable pay only (column D), adjusted	53rd
All sources (D + E + F), adjusted	41st

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 (Katy C Wiggs) 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 17 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 41st 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.