

# Books Inc's Reading Bridge

Executive Director / CEO

EIN 923404672

CA · NTEE B92

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Hannah Walcher, Executive Director / CEO** (\$3,219) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

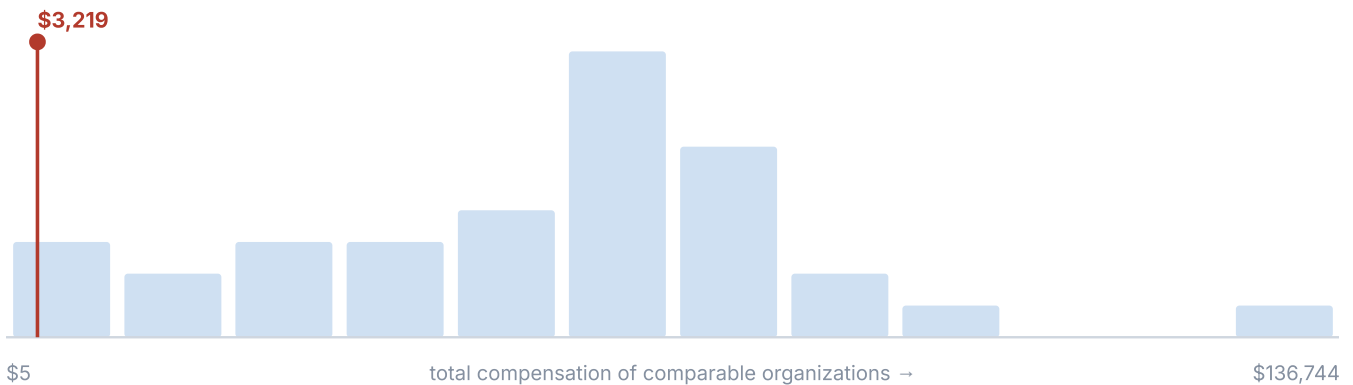
**Benchmarked executive:** Hannah Walcher — reported title “EXECUTIVE DIRECTOR (PART YEAR)”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B92).
BUDGET	Total revenue between \$164,367 and \$367,987 — 0.67x to 1.50x the subject's \$245,325 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B92), nationwide + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,172	\$36,418	\$63,565	\$71,808	\$78,894	<b>\$3,219</b>
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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 CA 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
<a href="#">The Real Program Inc</a>	MA	\$248,178	Director	\$51,050	<b>\$53,126</b>	2024
<a href="#">Literacy Action Of Central Arkansas Inc</a>	AR	\$251,341	Exec Director	\$51,600	<b>\$67,169</b>	2024
<a href="#">The Literacy Connection</a>	IL	\$236,641	Executive Dir.	\$57,429	<b>\$67,315</b>	2023
<a href="#">Literacy Volunteers - Winchester Area</a>	VA	\$236,012	Executive Dir.	\$62,450	<b>\$71,893</b>	2023
<a href="#">Mid-state Literacy Council Inc</a>	PA	\$256,728	Executive Director	\$64,153	<b>\$74,088</b>	2024
<a href="#">Girls On The Run Of Greater Rochester</a>	NY	\$233,308	Executive Director	\$61,034	<b>\$63,870</b>	2024
<a href="#">Street Books</a>	OR	\$257,697	Executive Director	\$5	<b>\$5</b>	2023
<a href="#">Family Reading Partnership</a>	NY	\$232,136	Executive Director	\$64,104	<b>\$67,083</b>	2024
<a href="#">Friends Of Literacy Inc</a>	TN	\$232,045	Executive Director	\$65,948	<b>\$80,278</b>	2024
<a href="#">Rowan County Literacy Council Inc</a>	NC	\$259,540	Executive Di	\$33,808	<b>\$40,455</b>	2024
<a href="#">Read To Succeed</a>	TN	\$230,802	Executive Director	\$51,967	<b>\$63,259</b>	2024
<a href="#">Illinois Association For The Education Of Young Children</a>	IL	\$228,890	Executive Director	\$47,678	<b>\$54,283</b>	2024
<a href="#">Infinite Scholars Program Of Missouri</a>	MO	\$223,318	President Ceo	\$15,900	<b>\$20,079</b>	2023
<a href="#">Uplift Literacy Inc</a>	FL	\$282,525	Executive Director	\$52,200	<b>\$55,325</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Decode Project Inc</a>	KY	\$204,353	Executive Director	\$60,951	<b>\$73,881</b>	2025
<a href="#">St Louis Black Authors Of Childrens Literature</a>	MO	\$289,700	President	\$42,262	<b>\$51,838</b>	2024
<a href="#">Hope Tutoring Center Inc</a>	TX	\$194,528	Former Exec Dir	\$24,709	<b>\$28,624</b>	2024
<a href="#">Capital Area Literacy Coalition</a>	MI	\$191,294	Director	\$59,860	<b>\$71,552</b>	2024
<a href="#">The Center A Drop-in Community</a>	CT	\$299,654	Executive Dir.	\$52,700	<b>\$57,223</b>	2024
<a href="#">Kern Literacy Council</a>	CA	\$188,636	Executive Dir	\$84,375	<b>\$84,375</b>	2024
<a href="#">Palmetto State Literacy Associaton</a>	SC	\$303,184	Treasurer	\$12,000	<b>\$14,498</b>	2024
<a href="#">Readwest Inc</a>	NM	\$185,502	Exec Dir	\$61,867	<b>\$75,073</b>	2025
<a href="#">Learning Is For Tomorrow Inc</a>	MD	\$305,217	Executive Di	\$90,066	<b>\$95,000</b>	2025
<a href="#">Freedom Readers Inc</a>	SC	\$185,335	National Dir	\$36,250	<b>\$45,090</b>	2023
<a href="#">Family Literacy Network Inc</a>	TX	\$309,744	Director	\$8,100	<b>\$9,383</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>34</b> organizations. Compensation range \$5–\$136,744; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$245,325); for reference, expenses \$335,805 and assets \$42,170.
ROLE MATCH	Hannah Walcher, reported title " <i>EXECUTIVE DIRECTOR (PART YEAR)</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** 1 peer 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	15 <sup>th</sup>

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 (Hannah Walcher) 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 34 similarly situated organizations (Same NTEE sector (B92), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,219 is reasonable (approximately the 3<sup>rd</sup> 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.