

# Maine Philanthropy Center

Executive Director / CEO

This analysis benchmarks the total compensation of **Jeannette Andre, Executive Director / CEO** (\$124,083) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

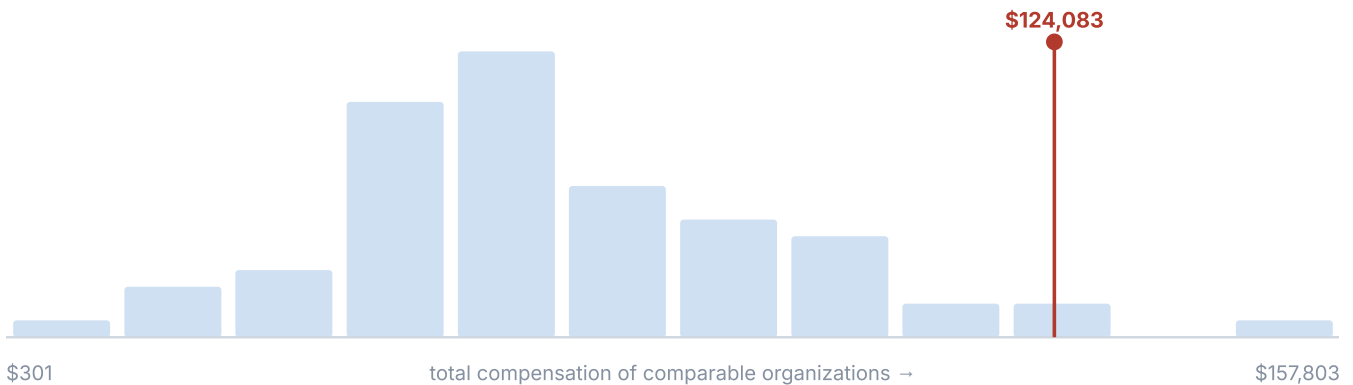
**Benchmarked executive:** Jeannette Andre — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B70).
BUDGET	Total revenue between \$321,459 and \$719,686 — 0.67x to 1.50x the subject's \$479,791 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B70), nationwide + budget 0.67–1.5x revenue.

**66** organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$34,183	\$50,657	\$61,998	\$79,696	\$103,475	<b>\$124,083</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 ME 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="#">Valley Library Consortium Inc</a>	MI	\$479,765	Executive Director	\$99,010	<b>\$102,058</b>	2024
<a href="#">Pine Bush Area Public Library District</a>	NY	\$485,937	Director	\$61,437	<b>\$55,442</b>	2024
<a href="#">Jordan Valley District Library</a>	MI	\$495,153	Director	\$90,000	<b>\$90,379</b>	2025
<a href="#">Lyons Public Library</a>	NY	\$457,821	Executive Director	\$46,406	<b>\$40,798</b>	2025
<a href="#">Jefferson Hills Library</a>	PA	\$455,422	Library Director Thru October 2024	\$53,911	<b>\$53,690</b>	2024
<a href="#">Cny (Connectny) Inc</a>	NY	\$504,515	Executive Director (Thru July)	\$54,927	<b>\$51,031</b>	2023
<a href="#">Plattekill Public Library</a>	NY	\$506,805	Director	\$65,962	<b>\$61,283</b>	2023
<a href="#">Proprietors Of The Salem Athenaeum</a>	MA	\$451,137	Executive Dir.	\$57,692	<b>\$51,774</b>	2024
<a href="#">Organic Farm School</a>	WA	\$509,137	Executive Director	\$75,000	<b>\$69,038</b>	2023
<a href="#">The Charlemagne Institute</a>	KY	\$450,245	Ceo	\$142,857	<b>\$157,803</b>	2023
<a href="#">Seattle Athenaeum</a>	WA	\$449,851	Executive Director	\$97,461	<b>\$87,141</b>	2024
<a href="#">Wadsworth Library</a>	NY	\$515,455	Library Director	\$27,889	<b>\$25,167</b>	2024
<a href="#">Early Manuscripts Electronic Library</a>	CA	\$436,224	Chairman	\$58,800	<b>\$50,706</b>	2024
<a href="#">Whippanong Library Association</a>	NJ	\$526,515	Direcdtor	\$76,941	<b>\$68,604</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Atlanta-fulton Public Library</a>	GA	\$432,689	Executive Dir.	\$120,000	<b>\$120,496</b>	2024
<a href="#">Murrysville Community Library</a>	PA	\$532,750	Director	\$45,140	<b>\$44,955</b>	2024
<a href="#">Bill Memorial Library</a>	CT	\$533,491	Executive Di	\$70,920	<b>\$64,695</b>	2025
<a href="#">Gardiner Library Board Of Trustees</a>	NY	\$424,180	Library Director	\$68,168	<b>\$63,332</b>	2023
<a href="#">Desert Foothills Library Association</a>	AZ	\$538,260	Former Executive Director	\$123,702	<b>\$122,317</b>	2023
<a href="#">Eastern Academic Scholars Trust Inc</a>	MA	\$421,318	Program Director & Non-voting Member Of Bod	\$33,736	<b>\$30,275</b>	2024
<a href="#">Millvale Community Library</a>	PA	\$542,211	Executive Dir.	\$54,552	<b>\$54,328</b>	2024
<a href="#">Ulysses Philomathic Library</a>	NY	\$416,874	Executive Dir.	\$61,833	<b>\$55,799</b>	2024
<a href="#">Prairie Skies Public Library District</a>	IL	\$414,218	Library Director	\$52,015	<b>\$51,068</b>	2024
<a href="#">Greenwich Free Library</a>	NY	\$413,654	Executive Di	\$55,687	<b>\$50,253</b>	2024
<a href="#">Lansing Community Library</a>	NY	\$401,521	Library Director	\$69,178	<b>\$62,427</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT	66 organizations. Compensation range \$301–\$157,803; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$479,791); for reference, expenses \$548,893 and assets \$484,548.
ROLE MATCH	Jeannette Andre, reported title " <i>President &amp; CEO</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	98 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	98 <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 (Jeannette Andre) 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 66 similarly situated organizations (Same NTEE sector (B70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$124,083 is reasonable (approximately the 98<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.