

White Plains Library Foundation Inc

Executive Director / CEO

EIN 133943092
 NY · NTEE B117
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Nancy B Rubini, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **75** in total — 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

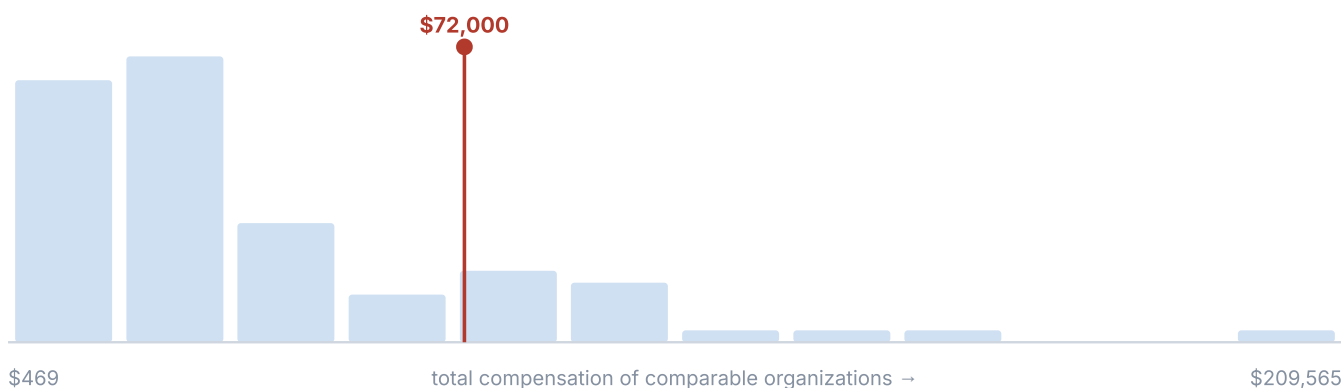
Benchmarked executive: Nancy B Rubini — reported title “PART TIME EXECUTIVE DIRECT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B117).
- BUDGET** Total revenue between \$92,836 and \$207,843 — 0.67x to 1.50x the subject's \$138,562 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

75 organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,568	\$16,615	\$28,061	\$52,843	\$91,455	\$72,000
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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 NY 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
Montreat College Foundation	NC	\$137,178	Ceo	\$58,089	\$66,423	2023
Lps Education Foundation Inc	MI	\$136,977	Executive Director(non-vote)	\$42,850	\$46,316	2025
West Coast Thunder	CA	\$140,749	Executive Dir.	\$31,268	\$29,022	2024
Bear Valley Usd Education Foundation	CA	\$141,267	President	\$1,910	\$1,727	2025
Ridgeway Community Association	MN	\$135,697	Secretary/clerk	\$442	\$469	2024
Extravagant Love Project	PA	\$135,234	Executive Di	\$43,395	\$46,516	2024
Friends Of Soldiers Memorial Library	ME	\$142,337	Library Director	\$14,153	\$15,683	2023
Friends Of Vada At Santa Barbara High School	CA	\$145,475	Director/chairman	\$10,000	\$9,043	2025
Shattuck - St Mary's School	MN	\$131,619	Cfo	\$14,480	\$15,834	2023
Patricia V Damon Scholarship Fund For The	WI	\$131,539	Trustee	\$5,000	\$5,779	2023
The Montgomery Academy Foundation	AL	\$131,040	Head Of School	\$19,179	\$22,930	2023
1910 Properties	WA	\$130,590	President	\$29,159	\$28,061	2024
Caribbean Consolidated Schools	PR	\$130,562	Head Of Scho	\$38,000	\$38,000	2023
Global Campaign For Education-us	DC	\$129,276	Executive Director	\$114,917	\$108,396	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cascia Hall Foundation	OK	\$147,933	Assistant Treasurer	\$14,275	\$17,395	2023
Washburn University Charitable Gift Fund	KS	\$127,901	President	\$49,918	\$56,473	2025
Pots Building For The Future	NY	\$127,704	President	\$18,860	\$18,319	2024
Central Washington University Alumni	WA	\$126,733	Executive Director	\$31,835	\$30,637	2024
Ah Capital Campaign Inc	GA	\$126,583	President & Ceo	\$42,717	\$46,168	2024
Our House Community Investment	AR	\$126,049	Vice Chairman	\$11,199	\$13,531	2024
Mustang Mockingbird Properties	TX	\$151,250	President	\$85,562	\$91,999	2024
Pinkney Innovation Complex For Science &	MD	\$152,797	Executive Director	\$41,024	\$42,444	2023
C F Kellogg Est M M Kellogg Unitrust	NY	\$123,733	Trustee	\$18,277	\$17,753	2024
Friends And Foundation	CA	\$122,000	Executive Dir.	\$50,764	\$48,510	2023
Hempfield Foundation	PA	\$155,185	Executive Director	\$24,542	\$26,307	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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 NY 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 75 organizations. Compensation range \$469–\$209,565; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$138,562); for reference, expenses \$166,305 and assets \$943,886.
ROLE MATCH	Nancy B Rubini, reported title " <i>PART TIME EXECUTIVE DIRECT</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	44 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	80 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	37 th

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 B Rubini) 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 75 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 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.