

# Association Of Bookmobile &

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Cathy Zimmerman, Executive Director / CEO** (\$46,519) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

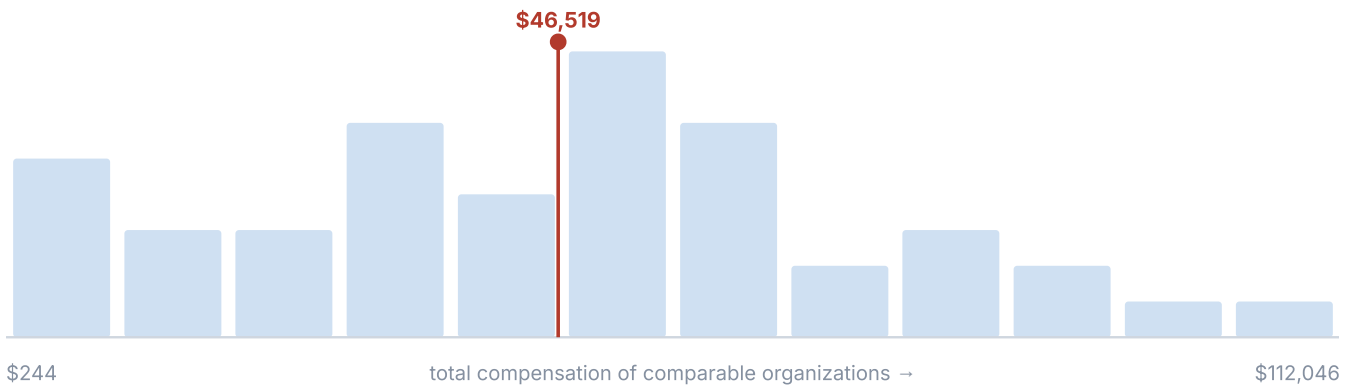
**Benchmarked executive:** Cathy Zimmerman — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A70).
BUDGET	Total revenue between \$206,122 and \$461,467 — 0.67x to 1.50x the subject's \$307,645 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A70), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,198	\$28,862	\$48,920	\$60,912	\$80,704	\$46,519
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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 IA 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="#">Arborlea Study Center</a>	TX	\$308,165	Treasurer	\$27,752	<b>\$26,103</b>	2023
<a href="#">Christian Womens Job Corps Of Tyler Inc</a>	TX	\$305,892	Executive Dir.	\$71,340	<b>\$65,175</b>	2024
<a href="#">Missoula Writing Collaborative</a>	MT	\$309,975	Prev Exec. Dir.	\$34,808	<b>\$34,268</b>	2024
<a href="#">Living Tongues Institute</a>	OR	\$310,319	President	\$42,000	<b>\$36,674</b>	2023
<a href="#">The Aftermath Project Inc</a>	CA	\$303,880	Secretary	\$51,000	<b>\$41,408</b>	2023
<a href="#">Helping Link</a>	WA	\$302,762	Executive Director	\$125,517	<b>\$102,633</b>	2024
<a href="#">Archaeology In The Community</a>	DC	\$316,182	Executive Director	\$54,049	<b>\$44,596</b>	2023
<a href="#">The Center For Khmer Studies Inc</a>	DC	\$317,166	President & Ceo	\$50,000	<b>\$41,256</b>	2023
<a href="#">Atlanta Writers Club</a>	GA	\$289,485	Executive Director	\$31,500	<b>\$29,781</b>	2023
<a href="#">Western Political Science Association</a>	OR	\$288,787	Executive Dir.	\$7,000	<b>\$5,937</b>	2024
<a href="#">Faulkner Morgan Archive</a>	KY	\$288,069	President & Executive Director	\$52,771	<b>\$53,309</b>	2023
<a href="#">Oregon Hope Chinese School</a>	OR	\$329,095	President	\$73,140	<b>\$63,865</b>	2023
<a href="#">American Comparative Literature</a>	IL	\$285,428	Chief Admin Off	\$85,586	<b>\$79,116</b>	2023
<a href="#">The 1947 Partition Archive</a>	CA	\$333,750	Executive Dir.	\$62,000	<b>\$50,339</b>	2023
<a href="#">Experience Excellence</a>	TX	\$334,637	President	\$60,000	<b>\$54,815</b>	2024
<a href="#">Lama Foundation</a>	NM	\$280,456	Director	\$1,008	<b>\$1,020</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Christian Home Educators Assn Of Calif</a>	CA	\$278,232	Treasurer	\$300	<b>\$244</b>	2023
<a href="#">Project Sycamore A Nfp Corporation</a>	TX	\$273,382	Executive Director	\$84,000	<b>\$79,007</b>	2023
<a href="#">Henryk Sienkiewicz Polish School Nfp</a>	IL	\$342,361	Prezes	\$7,392	<b>\$6,637</b>	2024
<a href="#">Marine Mills Folk School</a>	MN	\$272,489	Pt Exec Dire	\$23,336	<b>\$21,681</b>	2023
<a href="#">Split This Rock Inc</a>	DC	\$267,649	Director	\$64,281	<b>\$53,040</b>	2023
<a href="#">Henry Miller Memorial Library</a>	CA	\$355,492	Executive Dir.	\$107,666	<b>\$87,417</b>	2023
<a href="#">Pulaski County Imagination Library</a>	AR	\$361,644	Interim Executive Director	\$33,889	<b>\$34,790</b>	2024
<a href="#">La Casa De Maria Retreat Center</a>	CA	\$364,900	Executive Director	\$92,250	<b>\$72,751</b>	2024
<a href="#">Roaring Fork Center For Community</a>	CO	\$249,768	Executive Director	\$52,772	<b>\$46,215</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	<b>44</b> organizations. Compensation range \$244–\$112,046; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$307,645); for reference, expenses \$321,016 and assets \$311,355.
ROLE MATCH	Cathy Zimmerman, reported title " <i>EXECUTIVE DIRECTOR</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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	45 <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 (Cathy Zimmerman) 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 44 similarly situated organizations (Same NTEE sector (A70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,519 is reasonable (approximately the 48<sup>th</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.