

# The Danish American Archive And Lib

Executive Director / CEO

EIN 273486925  
 NE · NTEE B70  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jill Hennick, Executive Director / CEO** (\$59,443) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

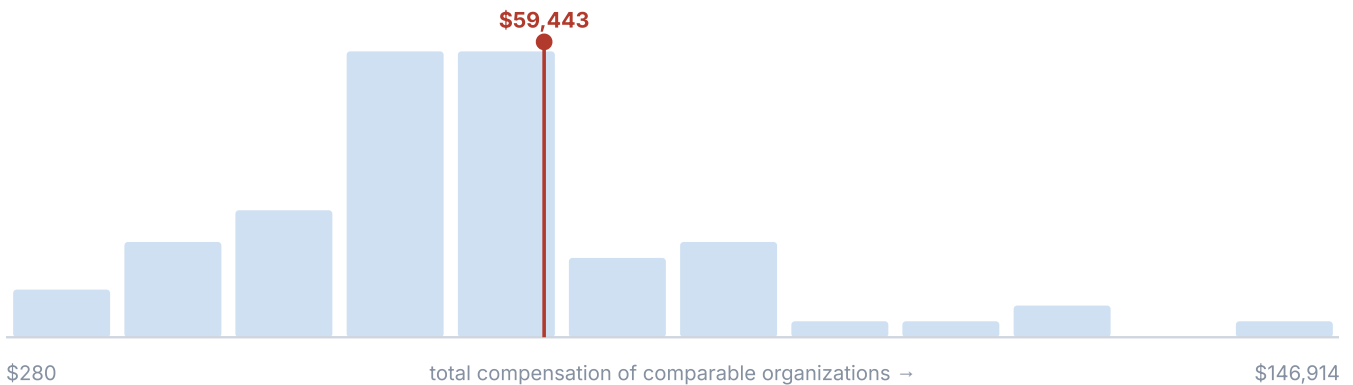
**Benchmarked executive:** Jill Hennick — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B70).
BUDGET	Total revenue between \$216,265 and \$484,177 — 0.67x to 1.50x the subject's \$322,785 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B70), nationwide + budget 0.67–1.5x revenue.

**69** organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,310	\$37,087	\$48,816	\$59,017	\$81,088	\$59,443
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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 NE 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="#">Comfort Public Library Inc</a>	TX	\$322,691	Library Director	\$48,456	<b>\$46,397</b>	2023
<a href="#">Whitefield Library</a>	ME	\$316,853	Manager	\$6,675	<b>\$6,398</b>	2023
<a href="#">Bentonville Library Foundation</a>	AR	\$329,496	Executive Director	\$95,000	<b>\$99,283</b>	2024
<a href="#">Bedford County Library Inc</a>	PA	\$329,883	Director	\$48,292	<b>\$44,775</b>	2024
<a href="#">Clyde Savannah Public Library</a>	NY	\$330,980	Director	\$51,500	<b>\$43,268</b>	2024
<a href="#">Dr Evarts Library District</a>	NY	\$312,398	Director	\$9,231	<b>\$7,985</b>	2023
<a href="#">The Heritage Library Foundation Inc</a>	SC	\$311,475	Executive Director	\$59,834	<b>\$59,750</b>	2023
<a href="#">Red Jacket Community Library</a>	NY	\$310,159	Director	\$50,766	<b>\$41,551</b>	2025
<a href="#">Heermance Memorial Library</a>	NY	\$309,965	Director	\$65,557	<b>\$56,704</b>	2023
<a href="#">The Sherburne Public Library</a>	NY	\$308,932	Trustee-nonvoting	\$37,077	<b>\$31,150</b>	2024
<a href="#">Hill House Ministries</a>	TX	\$306,113	Executive Director	\$81,525	<b>\$78,061</b>	2023
<a href="#">Sykesville Public Library</a>	PA	\$300,986	Director	\$17,191	<b>\$16,410</b>	2023
<a href="#">Austin Free-net</a>	TX	\$344,688	Executive Director	\$87,102	<b>\$81,008</b>	2024
<a href="#">Eg Fisher Public Library</a>	TN	\$345,453	Executive Director(ended Aug. 2023)	\$36,286	<b>\$35,462</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Way Public Library Foundation And</a>	OH	\$297,502	Administrato	\$23,315	<b>\$23,638</b>	2023
<a href="#">Scott Township Public Library</a>	PA	\$349,290	Director	\$57,317	<b>\$54,713</b>	2023
<a href="#">Swarthmore Public Library</a>	PA	\$352,098	Library Director (Thru 2024)	\$66,377	<b>\$61,543</b>	2024
<a href="#">Plum Borough Community Library</a>	PA	\$353,999	Library Director	\$54,999	<b>\$50,994</b>	2024
<a href="#">St Charles District Library</a>	MI	\$354,142	President	\$300	<b>\$280</b>	2025
<a href="#">Florida Library Association Inc</a>	FL	\$354,557	Executive Di	\$84,570	<b>\$73,866</b>	2024
<a href="#">Dorset Village Public Library</a>	VT	\$355,225	Exec Director	\$68,939	<b>\$64,514</b>	2024
<a href="#">Ellwood City Area Public Library</a>	PA	\$289,774	Director	\$40,000	<b>\$37,087</b>	2024
<a href="#">DeKalb Library Foundation Inc</a>	GA	\$356,619	Executive Di	\$27,932	<b>\$26,112</b>	2024
<a href="#">Brunswick Community Library</a>	NY	\$286,139	Library Director	\$70,246	<b>\$59,017</b>	2024
<a href="#">Addison Township Public Library</a>	MI	\$360,417	Library Director	\$17,320	<b>\$17,113</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	69 organizations. Compensation range \$280–\$146,914; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$322,785); for reference, expenses \$165,437 and assets \$1,066,060. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jill Hennick, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Jill Hennick) 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 69 similarly situated organizations (Same NTEE sector (B70), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$59,443 is reasonable (approximately the 75<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.