

# Aurora Library Trust

Executive Director / CEO

EIN 346556975

OH · NTEE B71I

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **June Lucal, Executive Director / CEO** (\$6,600) against **every comparable organization** that fit the selection criteria — **253** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** June Lucal — reported title "ADMINISTRATOR", 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 (B71I).

**BUDGET** Total revenue between \$39,611 and \$88,683 — 0.67x to 1.50x the subject's \$59,122 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**253** organizations qualified on sector, size, and geography → **253** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,574

\$8,156

\$19,780

\$40,041

\$68,511

\$6,600



## ■ 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 OH 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="#">Building Intellect Tutorial Services</a>	TX	\$59,061	Officer	\$5,000	<b>\$4,722</b>	2024
<a href="#">Agc Oregon Columbia Chapter Foundation</a>	OR	\$58,668	Executive Dir.	\$21,018	<b>\$18,428</b>	2024
<a href="#">Aci-na Educational Foundation</a>	DC	\$58,619	President & Ceo	\$75,017	<b>\$62,153</b>	2024
<a href="#">Dist 100 Fndtn For Excellence Invest</a>	IL	\$59,696	Agent-for-trustee	\$8,446	<b>\$8,071</b>	2023
<a href="#">Hispanic American Library Inc</a>	MA	\$58,501	Executive Director	\$16,300	<b>\$13,829</b>	2024
<a href="#">Coalition For Educational Partnership</a>	CA	\$60,000	President & Ceo	\$42,000	<b>\$34,242</b>	2024
<a href="#">Friends Of The San Rafael Public Library</a>	CA	\$60,014	Director	\$2,310	<b>\$1,834</b>	2025
<a href="#">Bricklayers And Allied Craft Workers</a>	NY	\$58,095	Director/presid	\$144,276	<b>\$123,090</b>	2024
<a href="#">St Hope Endowment</a>	CA	\$58,061	Ceo	\$234	<b>\$196</b>	2023
<a href="#">Mayor's Scholarship Fund Inc</a>	ID	\$60,237	Executive Di	\$12,032	<b>\$11,773</b>	2025
<a href="#">Susquehanna University And</a>	PA	\$60,368	Trustee	\$30,266	<b>\$27,762</b>	2025
<a href="#">Chicago Bible Institute</a>	IL	\$57,714	President	\$24,487	<b>\$22,143</b>	2025
<a href="#">Berea College Leverage Lender Inc</a>	KY	\$57,546	President/as President Of Berea College/director	\$57,401	<b>\$59,945</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Albany Fund For Education Inc</a>	NY	\$60,712	Executive Director	\$32,340	<b>\$28,406</b>	2023
<a href="#">Kipp Support Corporation</a>	GA	\$60,800	Ceo & Board Secretary	\$33,706	<b>\$32,944</b>	2023
<a href="#">Peace Tax Foundation Inc</a>	DC	\$57,245	Executie Director	\$17,610	<b>\$15,021</b>	2023
<a href="#">Louisiana Bankers Patrick Spencerfisc</a>	LA	\$61,103	Ceo	\$38,053	<b>\$40,730</b>	2023
<a href="#">Charles Henry Leach li Fund For Duquesne University</a>	PA	\$57,036	Pres/director	\$134,644	<b>\$126,773</b>	2024
<a href="#">Wsna Scholarship And Research</a>	WA	\$61,216	Secretary	\$2,065	<b>\$1,746</b>	2024
<a href="#">Wilson Area Partners In Education Founda</a>	PA	\$57,003	Executive Director	\$29,446	<b>\$28,544</b>	2023
<a href="#">Milk And Honey Outreach Ministries Inc</a>	FL	\$61,407	Director	\$42,600	<b>\$38,900</b>	2023
<a href="#">Community After School Program Inc</a>	OK	\$61,535	Executive Dir.	\$83,000	<b>\$88,839</b>	2023
<a href="#">Wood Colony Christian School</a>	CA	\$61,546	President	\$7,475	<b>\$6,274</b>	2023
<a href="#">Psychiatric Clinical Faculty Association</a>	CA	\$56,632	Executive Dir.	\$16,925	<b>\$13,799</b>	2024
<a href="#">Key Collegiate Charter School</a>	NY	\$61,689	School Director	\$170,909	<b>\$150,119</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	253 organizations. Compensation range \$142–\$428,489; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$59,122); for reference, expenses \$64,734 and assets \$142,544.
ROLE MATCH	June Lucal, reported title "ADMINISTRATOR", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	72 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	18 <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 (June Lucal) 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 253 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,600 is reasonable (approximately the 21<sup>st</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.