

Jordan Valley District Library

Executive Director / CEO

EIN 382677656
 MI · NTEE B70Z
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Dawn Lavanway, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

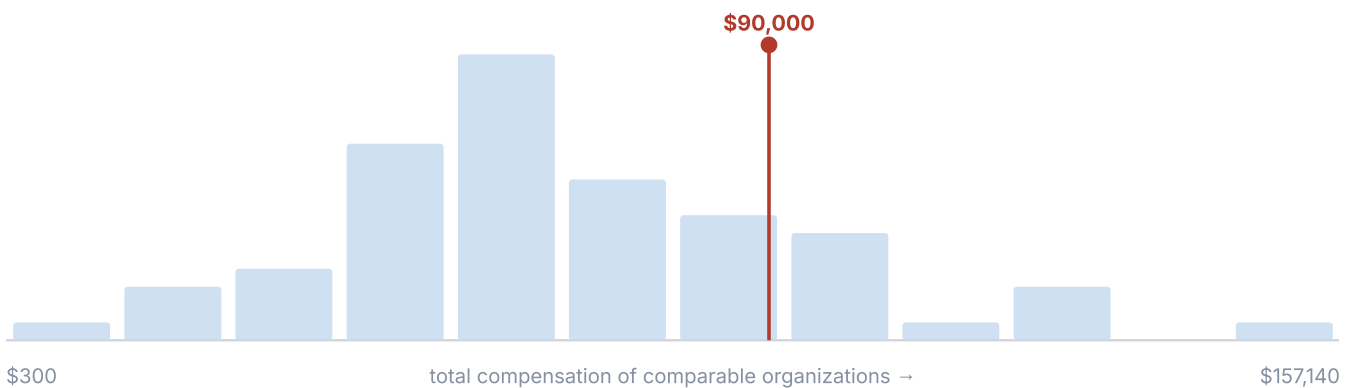
Benchmarked executive: Dawn Lavanway — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B70Z).
BUDGET	Total revenue between \$331,752 and \$742,729 — 0.67x to 1.50x the subject's \$495,153 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B70), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,926	\$50,826	\$62,257	\$80,679	\$104,170	\$90,000
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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 MI 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
Pine Bush Area Public Library District	NY	\$485,937	Director	\$61,437	\$55,209	2024
Cny (Connectny) Inc	NY	\$504,515	Executive Director (Thru July)	\$54,927	\$50,817	2023
Plattekill Public Library	NY	\$506,805	Director	\$65,962	\$61,026	2023
Organic Farm School	WA	\$509,137	Executive Director	\$75,000	\$68,749	2023
Maine Philanthropy Center	ME	\$479,791	President & Ceo	\$124,083	\$123,562	2024
Valley Library Consortium Inc	MI	\$479,765	Executive Director	\$99,010	\$101,630	2024
Wadsworth Library	NY	\$515,455	Library Director	\$27,889	\$25,062	2024
Whippanong Library Association	NJ	\$526,515	Direcdtor	\$76,941	\$68,316	2024
Lyons Public Library	NY	\$457,821	Executive Director	\$46,406	\$40,627	2025
Murrysville Community Library	PA	\$532,750	Director	\$45,140	\$44,766	2024
Bill Memorial Library	CT	\$533,491	Executive Di	\$70,920	\$64,423	2025
Jefferson Hills Library	PA	\$455,422	Library Director Thru October 2024	\$53,911	\$53,464	2024
Desert Foothills Library Association	AZ	\$538,260	Former Executive Director	\$123,702	\$121,803	2023
Proprietors Of The Salem Athenaeum	MA	\$451,137	Executive Dir.	\$57,692	\$51,556	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Charlemagne Institute	KY	\$450,245	Ceo	\$142,857	\$157,140	2023
Seattle Athenaeum	WA	\$449,851	Executive Director	\$97,461	\$86,775	2024
Millvale Community Library	PA	\$542,211	Executive Dir.	\$54,552	\$54,100	2024
Early Manuscripts Electronic Library	CA	\$436,224	Chairman	\$58,800	\$50,493	2024
Atlanta-fulton Public Library	GA	\$432,689	Executive Dir.	\$120,000	\$119,991	2024
Preachit Inc	IN	\$560,691	President	\$60,000	\$62,924	2024
Gardiner Library Board Of Trustees	NY	\$424,180	Library Director	\$68,168	\$63,067	2023
Eastern Academic Scholars Trust Inc	MA	\$421,318	Program Director & Non-voting Member Of Bod	\$33,736	\$30,148	2024
Scoville Memorial Library Association	CT	\$569,149	Director	\$114,986	\$104,452	2025
Ulysses Philomathic Library	NY	\$416,874	Executive Dir.	\$61,833	\$55,565	2024
Library Foundation Of Martin County	FL	\$575,031	Chief Executive Officer	\$103,791	\$99,828	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2025 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 MI 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	62 organizations. Compensation range \$300–\$157,140; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$495,153); for reference, expenses \$373,286 and assets \$1,539,814.
ROLE MATCH	Dawn Lavanway, reported title " <i>Director</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	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	81 st
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	79 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 (Dawn Lavanway) 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 62 similarly situated organizations (Same NTEE sector (B70), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 81st 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.