

# Bentonville Library Foundation

Executive Director / CEO

EIN 383691802

AR · NTEE B70

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Teresa Stafford, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Teresa Stafford — 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).

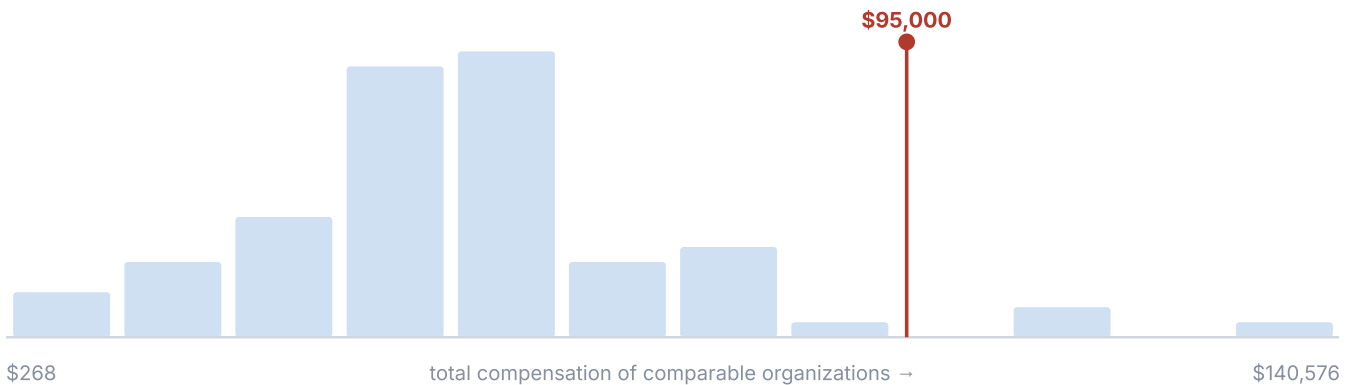
**BUDGET** Total revenue between \$220,762 and \$494,244 — 0.67x to 1.50x the subject's \$329,496 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B70), nationwide + budget 0.67–1.5x revenue.

**68** organizations qualified on sector, size, and geography

→ **68** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,020	\$35,927	\$47,270	\$56,573	\$77,534	\$95,000
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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 AR 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="#">Bedford County Library Inc</a>	PA	\$329,883	Director	\$48,292	<b>\$42,844</b>	2024
<a href="#">Clyde Savannah Public Library</a>	NY	\$330,980	Director	\$51,500	<b>\$41,401</b>	2024
<a href="#">The Danish American Archive And Lib</a>	NE	\$322,785	Executive Director	\$59,443	<b>\$56,879</b>	2024
<a href="#">Comfort Public Library Inc</a>	TX	\$322,691	Library Director	\$48,456	<b>\$44,395</b>	2023
<a href="#">Whitefield Library</a>	ME	\$316,853	Manager	\$6,675	<b>\$6,122</b>	2023
<a href="#">Austin Free-net</a>	TX	\$344,688	Executive Director	\$87,102	<b>\$77,514</b>	2024
<a href="#">Eg Fisher Public Library</a>	TN	\$345,453	Executive Director(ended Aug. 2023)	\$36,286	<b>\$33,932</b>	2024
<a href="#">Dr Evarts Library District</a>	NY	\$312,398	Director	\$9,231	<b>\$7,640</b>	2023
<a href="#">The Heritage Library Foundation Inc</a>	SC	\$311,475	Executive Director	\$59,834	<b>\$57,173</b>	2023
<a href="#">Red Jacket Community Library</a>	NY	\$310,159	Director	\$50,766	<b>\$39,759</b>	2025
<a href="#">Heermance Memorial Library</a>	NY	\$309,965	Director	\$65,557	<b>\$54,258</b>	2023
<a href="#">Scott Township Public Library</a>	PA	\$349,290	Director	\$57,317	<b>\$52,352</b>	2023
<a href="#">The Sherburne Public Library</a>	NY	\$308,932	Trustee-nonvoting	\$37,077	<b>\$29,806</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Swarthmore Public Library</a>	PA	\$352,098	Library Director (Thru 2024)	\$66,377	<b>\$58,888</b>	2024
<a href="#">Hill House Ministries</a>	TX	\$306,113	Executive Director	\$81,525	<b>\$74,693</b>	2023
<a href="#">Plum Borough Community Library</a>	PA	\$353,999	Library Director	\$54,999	<b>\$48,794</b>	2024
<a href="#">St Charles District Library</a>	MI	\$354,142	President	\$300	<b>\$268</b>	2025
<a href="#">Florida Library Association Inc</a>	FL	\$354,557	Executive Di	\$84,570	<b>\$70,679</b>	2024
<a href="#">Dorset Village Public Library</a>	VT	\$355,225	Exec Director	\$68,939	<b>\$61,731</b>	2024
<a href="#">DeKalb Library Foundation Inc</a>	GA	\$356,619	Executive Di	\$27,932	<b>\$24,986</b>	2024
<a href="#">Sykesville Public Library</a>	PA	\$300,986	Director	\$17,191	<b>\$15,702</b>	2023
<a href="#">Addison Township Public Library</a>	MI	\$360,417	Library Director	\$17,320	<b>\$16,374</b>	2023
<a href="#">Way Public Library Foundation And</a>	OH	\$297,502	Administrato	\$23,315	<b>\$22,618</b>	2023
<a href="#">Joe Barnhart Bee County Library Inc</a>	TX	\$365,327	Library Dir	\$75,000	<b>\$66,744</b>	2024
<a href="#">Giles County Public Library</a>	TN	\$366,234	Executive Dir.	\$46,483	<b>\$44,752</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	68 organizations. Compensation range \$268–\$140,576; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$329,496); for reference, expenses \$513,429 and assets \$298,071. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Teresa Stafford, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Teresa Stafford) 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 68 similarly situated organizations (Same NTEE sector (B70), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 96<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.