

The Springfield Greene County Public

Executive Director / CEO

EIN 431655656
 MO · NTEE B11
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Emily Hertzog, Executive Director / CEO** (\$2,102) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

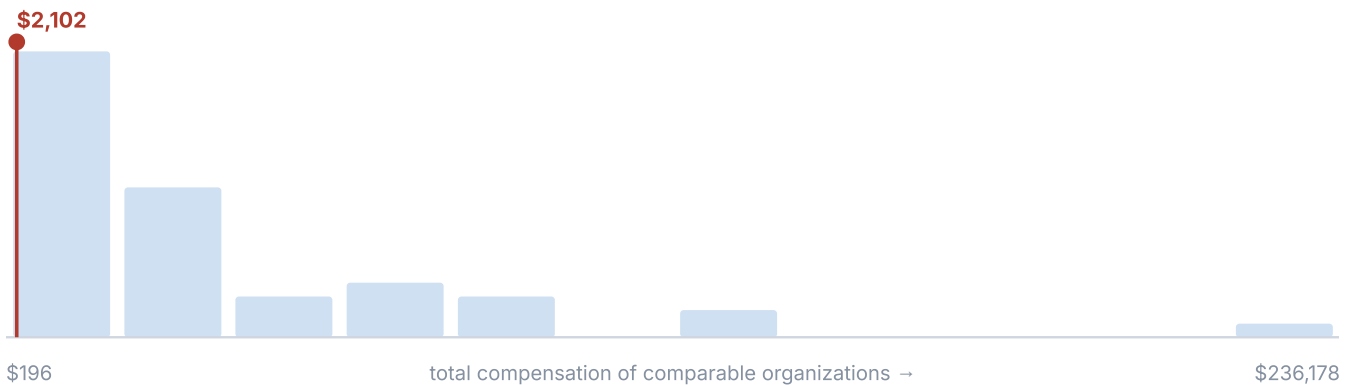
Benchmarked executive: Emily Hertzog — reported title “Develop. Dir”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B11).
BUDGET	Total revenue between \$53,398 and \$119,548 — 0.67x to 1.50x the subject's \$79,699 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,634	\$8,156	\$26,965	\$44,879	\$80,331	\$2,102
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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 MO 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
Wilmington Library Foundation li Inc	DE	\$76,295	Executive Director	\$8,569	\$8,156	2023
Glen Ellyn Library Foundation	IL	\$75,278	Development Dir	\$29,861	\$27,717	2024
Schuylkill Valley Athletic Boosters Inc	PA	\$75,214	Treasurer	\$599	\$564	2024
Nymc - School Of Medicine Faculty	NY	\$73,745	President, Ceo And Trustee	\$268,885	\$236,178	2023
The 506 Foundation Inc	KS	\$73,052	Treasurer	\$3,600	\$3,672	2024
Fcps Foundation	CA	\$86,796	Chair	\$30,990	\$26,011	2023
Nsbr Facilities Inc	LA	\$88,000	President	\$28,073	\$29,186	2024
Mississippi 8 Conference	MN	\$69,671	Executive Secretary	\$16,958	\$16,288	2023
The Bearcat Touchdown Club Inc	GA	\$90,878	Secretary	\$5,000	\$4,747	2024
Greeneville City Schools Foundation	TN	\$90,963	Executive Di	\$34,500	\$34,239	2024
Denver Christian Schools Foundation Inc	CO	\$67,909	Head Of School	\$17,985	\$16,763	2023
Bill And Vieve Gore Endowment Fund	UT	\$67,313	Trustee	\$123,960	\$123,322	2023
Swocc Qalibc	OR	\$92,701	President	\$51,185	\$44,879	2024
Eastern New Mexico University Ruidoso Foundation	NM	\$66,380	Executive Director	\$62,602	\$63,571	2024
Clinton Public Schools Scholarship Enrichment	MA	\$93,835	Treasurer (Ret)	\$900	\$786	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation Inc						
Foundation For Compton Community College	CA	\$93,837	Member	\$97,654	\$79,615	2024
Mbbs-us Inc	CA	\$64,801	University President (Part Year)	\$38,809	\$32,574	2023
Cardinal Education Foundation Inc	TX	\$64,486	President	\$16,005	\$15,116	2024
Honorable Character	TX	\$64,308	Director	\$990	\$935	2024
Westerville Rotary Foundation	OH	\$63,485	Treasurer	\$1,500	\$1,500	2024
Richland School District Two Education	SC	\$96,169	Executive Director	\$12,000	\$12,168	2023
Maurice River Education Foundation	NJ	\$62,775	Secretary	\$19,539	\$16,046	2025
Strong Communities Realty Corporation	FL	\$96,654	President	\$36,104	\$32,968	2023
Peruna East Corporation	TX	\$97,750	President	\$85,562	\$80,809	2024
Wood Colony Christian School	CA	\$61,546	President	\$7,475	\$6,274	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **45** organizations. Compensation range \$196–\$236,178; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$79,699); for reference, expenses \$230,578 and assets \$1,109,056. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Emily Hertzog, reported title " <i>Develop. Dir</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	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	13 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	36 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 (Emily Hertzog) 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 45 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$2,102 is reasonable (approximately the 13th 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.