

# The Heritage Library Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Catenaci, Executive Director / CEO** (\$59,834) 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 **79<sup>th</sup>** percentile of comparable organizations within the typical range

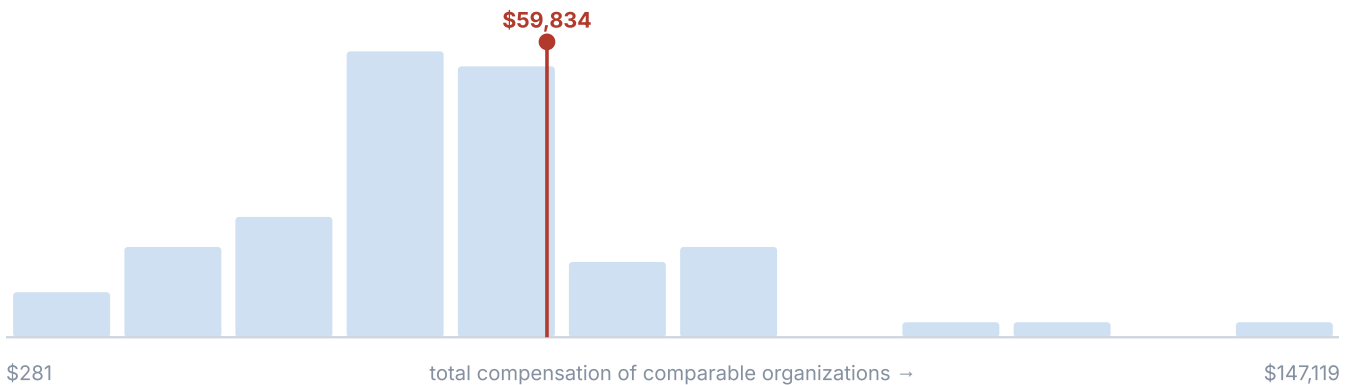
**Benchmarked executive:** Barbara Catenaci — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B70).
BUDGET	Total revenue between \$208,688 and \$467,212 — 0.67x to 1.50x the subject's \$311,475 (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



\$21,218	\$36,732	\$47,940	\$58,626	\$79,055	\$59,834
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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 SC 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="#">Dr Evarts Library District</a>	NY	\$312,398	Director	\$9,231	<b>\$7,996</b>	2023
<a href="#">Red Jacket Community Library</a>	NY	\$310,159	Director	\$50,766	<b>\$41,610</b>	2025
<a href="#">Heermance Memorial Library</a>	NY	\$309,965	Director	\$65,557	<b>\$56,784</b>	2023
<a href="#">The Sherburne Public Library</a>	NY	\$308,932	Trustee-nonvoting	\$37,077	<b>\$31,193</b>	2024
<a href="#">Hill House Ministries</a>	TX	\$306,113	Executive Director	\$81,525	<b>\$78,170</b>	2023
<a href="#">Whitefield Library</a>	ME	\$316,853	Manager	\$6,675	<b>\$6,407</b>	2023
<a href="#">Sykesville Public Library</a>	PA	\$300,986	Director	\$17,191	<b>\$16,433</b>	2023
<a href="#">Comfort Public Library Inc</a>	TX	\$322,691	Library Director	\$48,456	<b>\$46,462</b>	2023
<a href="#">The Danish American Archive And Lib</a>	NE	\$322,785	Executive Director	\$59,443	<b>\$59,526</b>	2024
<a href="#">Way Public Library Foundation And</a>	OH	\$297,502	Administrato	\$23,315	<b>\$23,671</b>	2023
<a href="#">Bentonville Library Foundation</a>	AR	\$329,496	Executive Director	\$95,000	<b>\$99,421</b>	2024
<a href="#">Bedford County Library Inc</a>	PA	\$329,883	Director	\$48,292	<b>\$44,838</b>	2024
<a href="#">Clyde Savannah Public Library</a>	NY	\$330,980	Director	\$51,500	<b>\$43,328</b>	2024
<a href="#">Ellwood City Area Public Library</a>	PA	\$289,774	Director	\$40,000	<b>\$37,139</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brunswick Community Library</a>	NY	\$286,139	Library Director	\$70,246	<b>\$59,100</b>	2024
<a href="#">Clearwater Memorial Public Library</a>	ID	\$280,452	Secretary	\$38,116	<b>\$37,751</b>	2024
<a href="#">The Book Truck Inc</a>	CA	\$279,238	Executive Director	\$67,317	<b>\$54,121</b>	2024
<a href="#">Austin Free-net</a>	TX	\$344,688	Executive Director	\$87,102	<b>\$81,121</b>	2024
<a href="#">Eg Fisher Public Library</a>	TN	\$345,453	Executive Director(ended Aug. 2023)	\$36,286	<b>\$35,512</b>	2024
<a href="#">Dillsburg Public Library</a>	PA	\$274,559	Library Dire	\$48,537	<b>\$45,065</b>	2024
<a href="#">Northeast Minneapolis Tool Library</a>	MN	\$273,877	Executive Director	\$41,512	<b>\$38,190</b>	2024
<a href="#">Scott Township Public Library</a>	PA	\$349,290	Director	\$57,317	<b>\$54,789</b>	2023
<a href="#">Apalachin Library Association</a>	NY	\$272,931	Director	\$42,120	<b>\$35,437</b>	2024
<a href="#">Swarthmore Public Library</a>	PA	\$352,098	Library Director (Thru 2024)	\$66,377	<b>\$61,630</b>	2024
<a href="#">Carrollton Public Library</a>	MO	\$269,204	Library Dire	\$49,572	<b>\$48,884</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2023 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 SC 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 \$281–\$147,119; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$311,475); for reference, expenses \$297,411 and assets \$596,828.
ROLE MATCH	Barbara Catenaci, reported title "EXECUTIVE DIRECTOR", 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	4 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	66 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	75 <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 (Barbara Catenaci) 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 \$59,834 is reasonable (approximately the 79<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.