

# Florida Library Association Inc

Executive Director / CEO

EIN 591159907

FL · NTEE B700

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Abdelnour, Executive Director / CEO** (\$84,570) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

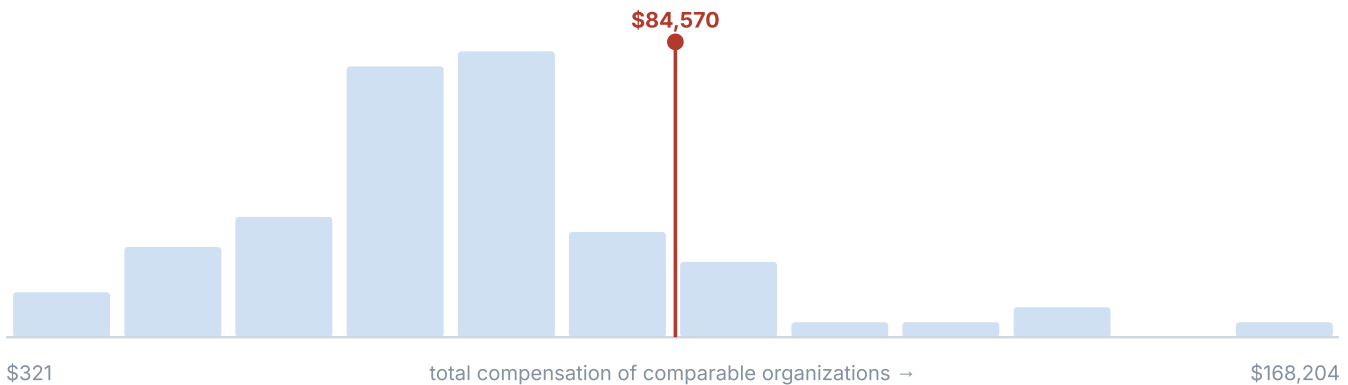
**Benchmarked executive:** Jennifer Abdelnour — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B700).
BUDGET	Total revenue between \$237,553 and \$531,835 — 0.67x to 1.50x the subject's \$354,557 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B70), nationwide + budget 0.67–1.5x revenue.

**71** organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,826	\$42,812	\$57,229	\$68,233	\$92,884	\$84,570
----------	----------	----------	----------	----------	----------



## ■ 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 FL 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="#">St Charles District Library</a>	MI	\$354,142	President	\$300	<b>\$321</b>	2025
<a href="#">Plum Borough Community Library</a>	PA	\$353,999	Library Director	\$54,999	<b>\$58,384</b>	2024
<a href="#">Dorset Village Public Library</a>	VT	\$355,225	Exec Director	\$68,939	<b>\$73,863</b>	2024
<a href="#">Dekalb Library Foundation Inc</a>	GA	\$356,619	Executive Di	\$27,932	<b>\$29,896</b>	2024
<a href="#">Swarthmore Public Library</a>	PA	\$352,098	Library Director (Thru 2024)	\$66,377	<b>\$70,462</b>	2024
<a href="#">Scott Township Public Library</a>	PA	\$349,290	Director	\$57,317	<b>\$62,641</b>	2023
<a href="#">Addison Township Public Library</a>	MI	\$360,417	Library Director	\$17,320	<b>\$19,592</b>	2023
<a href="#">Eg Fisher Public Library</a>	TN	\$345,453	Executive Director(ended Aug. 2023)	\$36,286	<b>\$40,601</b>	2024
<a href="#">Austin Free-net</a>	TX	\$344,688	Executive Director	\$87,102	<b>\$92,748</b>	2024
<a href="#">Joe Barnhart Bee County Library Inc</a>	TX	\$365,327	Library Dir	\$75,000	<b>\$79,861</b>	2024
<a href="#">Giles County Public Library</a>	TN	\$366,234	Executive Dir.	\$46,483	<b>\$53,547</b>	2023
<a href="#">Dover Plains Library Association</a>	NY	\$378,034	Director	\$31,204	<b>\$30,902</b>	2023
<a href="#">Clyde Savannah Public Library</a>	NY	\$330,980	Director	\$51,500	<b>\$49,538</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bedford County Library Inc</a>	PA	\$329,883	Director	\$48,292	<b>\$51,264</b>	2024
<a href="#">Bentonville Library Foundation</a>	AR	\$329,496	Executive Director	\$95,000	<b>\$113,671</b>	2024
<a href="#">Palmyra Community Library</a>	NY	\$385,898	Director	\$56,116	<b>\$53,978</b>	2024
<a href="#">The Danish American Archive And Lib</a>	NE	\$322,785	Executive Director	\$59,443	<b>\$68,057</b>	2024
<a href="#">Comfort Public Library Inc</a>	TX	\$322,691	Library Director	\$48,456	<b>\$53,120</b>	2023
<a href="#">Adamstown Area Library</a>	PA	\$387,663	Interim Exec	\$21,937	<b>\$23,287</b>	2024
<a href="#">Livingston Manor Free Library</a>	NY	\$389,326	Library Dire	\$69,382	<b>\$66,738</b>	2024
<a href="#">Bixby Memorial Free Library</a>	VT	\$391,562	Director	\$61,800	<b>\$64,508</b>	2025
<a href="#">Switzerland County Public Library</a>	IN	\$391,776	Director	\$56,784	<b>\$65,626</b>	2023
<a href="#">Whitefield Library</a>	ME	\$316,853	Manager	\$6,675	<b>\$7,325</b>	2023
<a href="#">Mid-continent Geological Library Inc</a>	OK	\$393,156	Chief Executive Officer	\$79,615	<b>\$96,077</b>	2023
<a href="#">Dr Evarts Library District</a>	NY	\$312,398	Director	\$9,231	<b>\$9,142</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	71 organizations. Compensation range \$321–\$168,204; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$354,557); for reference, expenses \$444,544 and assets \$144,767.
ROLE MATCH	Jennifer Abdelnour, reported title " <i>EXECUTIVE DI</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	6 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</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 (Jennifer Abdelnour) 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 71 similarly situated organizations (Same NTEE sector (B70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,570 is reasonable (approximately the 86<sup>th</sup> 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.