

La Casa Del Libro Inc

Executive Director / CEO

EIN 660261701

PR · NTEE A50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Cana, Executive Director / CEO** (\$9,061) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Karen Cana — 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 (A50).

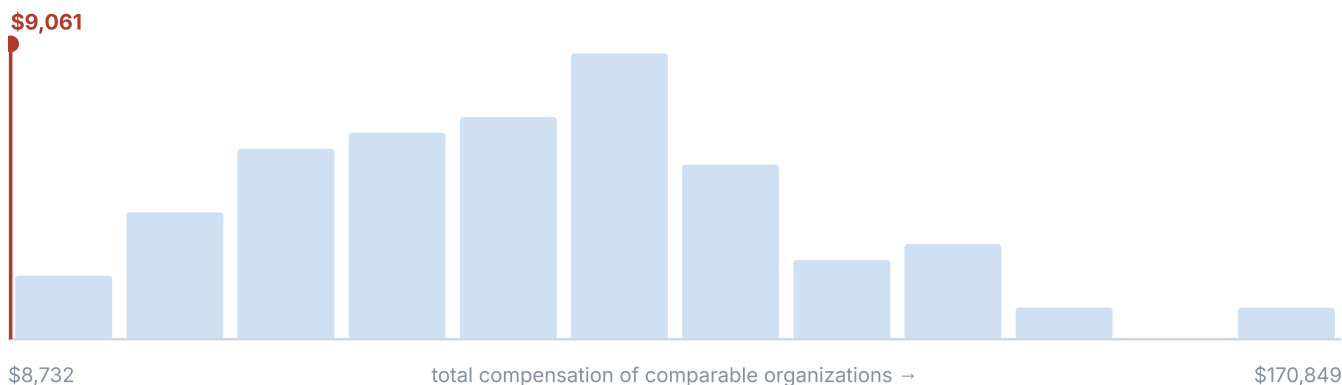
BUDGET Total revenue between \$333,404 and \$746,428 — 0.67x to 1.50x the subject's \$497,619 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography

→ **95** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,965

\$48,873

\$73,298

\$90,048

\$118,267

\$9,061



■ 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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New England Ski Museum Inc	NH	\$497,445	Executive Director (Former)	\$70,000	\$70,000	2024
Swift Museum Foundation Inc	TN	\$495,234	Exec Director	\$33,600	\$33,600	2024
National Soaring Museum	NY	\$493,119	Director	\$73,298	\$73,298	2024
Finger Lakes Boating Musuem Inc	NY	\$492,302	Executive Director	\$75,000	\$75,000	2024
Hawaii Mobile Museum Of Tolerance	HI	\$489,330	Executive Director	\$130,000	\$130,000	2024
Afro-american Historical Association Of Fauquier County	VA	\$487,717	Pres, Exec Dir	\$36,664	\$36,664	2024
Capri Community Film Society Inc	AL	\$483,006	Director	\$77,678	\$79,972	2023
The Muzeo Foundation	CA	\$516,592	Executive Dir.	\$113,033	\$110,119	2025
Jacksonville Area Center For Independent	IL	\$519,920	Executive Dir.	\$50,000	\$50,000	2024
Japanese American Museum Of Oregon	OR	\$520,012	Executive Director	\$110,000	\$110,000	2024
Sturgis Motorcycle Museum & Hall Of	SD	\$522,600	Executive Di	\$87,353	\$87,353	2024
Hawaiian Railway Society	HI	\$471,022	Key Employee	\$51,600	\$51,600	2024
Tree Of Life Foundation	ME	\$525,958	Executive Director	\$83,578	\$83,578	2024
Hydroplane And Raceboat Museum	WA	\$526,712	Executive Director	\$66,000	\$66,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Branford Electric Railway Assoc Inc	CT	\$528,110	Executive Dir.	\$88,067	\$88,067	2024
Texas & Southwestern Cattle Raisers'	TX	\$528,782	Executive Director	\$136,583	\$140,617	2023
American Saddle Horse	KY	\$465,305	Executive Director	\$102,750	\$102,750	2024
Webster Museums Incorporated	MA	\$530,751	Clerk	\$70,000	\$72,068	2023
New England Carousel Museum Inc	CT	\$462,629	Executive Dir.	\$60,192	\$60,192	2024
Lowell's Maritime Foundation Inc	MA	\$460,259	Executive Director	\$75,602	\$75,602	2024
Yosemite Climbing Association	CA	\$535,487	Secretary	\$38,470	\$39,606	2023
Galveston Children's Museum	TX	\$459,157	Executive Director	\$60,659	\$62,451	2023
Mt Kearsarge Indian Museum	NH	\$537,891	Executive Director	\$69,216	\$69,216	2024
Hammonds House Museum Inc	GA	\$537,894	Managing Direct	\$79,061	\$79,061	2024
The Edge Motor Museum Inc	TN	\$454,726	Executive Director	\$85,000	\$85,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PR 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. 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 95 organizations. Compensation range \$8,732–\$170,849; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$497,619); for reference, expenses \$265,675 and assets \$587,464. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Karen Cana, reported title " <i>Executive Director</i> ", 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	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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	1 st

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 (Karen Cana) 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 95 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,061 is reasonable (approximately the 1st 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.