

Johnson County Library Foundation

Executive Director / CEO

EIN 742830491
 KS · NTEE B117
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Shelley O'brien, Executive Director / CEO** (\$20,589) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Shelley O'brien — 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 (B117).
BUDGET	Total revenue between \$330,111 and \$739,056 — 0.67x to 1.50x the subject's \$492,704 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,712	\$18,242	\$45,082	\$77,025	\$120,785	\$20,589
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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 KS 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
American Institute For Neuro-integrative	CT	\$492,671	President, executive Direct	\$152,000	\$128,519	2025
Awhs Falcon Foundation	CA	\$493,259	Managing Dir.	\$13,635	\$11,220	2023
Aledo Isd Education Foundation	TX	\$494,375	Executive Director	\$71,667	\$66,358	2024
The Regency Foundation	PA	\$489,894	President, Board Member	\$23,937	\$22,748	2023
Friends Of The Santa Cruz Public	CA	\$498,125	Executive Director	\$90,000	\$74,061	2023
Lynwood Partners Educational Foundation	CA	\$498,560	Executive Director	\$168,533	\$134,707	2024
Excellence In Education Foundation For	MD	\$504,678	Foundation Relations Officer	\$31,405	\$27,177	2024
Eei Support Corporation	CA	\$480,000	Ceo (Until 5/22)	\$34,043	\$28,014	2023
La County Library Foundation	CA	\$479,609	Executive Director	\$162,852	\$130,166	2024
Pantheon Education Center Inc	IN	\$478,938	Ceo	\$78,908	\$77,025	2024
Ave Maria School Of Law Foundation	FL	\$507,186	Director/president	\$18,746	\$16,301	2024
Ridgefield Boosters	WA	\$477,422	Treasurer	\$5,538	\$4,471	2025
Abilene Education Foundation	TX	\$508,273	Executive Director	\$83,965	\$77,745	2024
The Perquimans County Schools	NC	\$477,048	Secretary/tr	\$31,683	\$29,521	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hardrock Club	SD	\$510,452	Executive Di	\$100,401	\$102,566	2024
Zeeland Education Foundation	MI	\$511,011	Executive Di	\$30,000	\$28,662	2024
The Birmingham Athletic Partnership	AL	\$474,118	Director	\$6,000	\$5,845	2025
Uu World Of Children	SC	\$511,657	Director	\$57,376	\$55,406	2024
Foundation For The Young Womens	TX	\$473,132	Executive Dir.	\$96,300	\$89,167	2024
Community Based Education Support	HI	\$469,475	Director	\$5,688	\$4,714	2024
Lincoln Trail College Foundation	IL	\$467,502	Executive Director	\$26,400	\$24,024	2024
Downingtown Community Education Foundation	PA	\$523,197	Executive Director	\$31,500	\$29,077	2024
Georgia Tech Global Inc	GA	\$460,000	President	\$58,151	\$52,727	2025
American Friends Of Eshelinc	NY	\$527,302	Director	\$69,986	\$58,538	2024
Association Of Haitian Women Inc	MA	\$527,931	Executive Director	\$81,481	\$69,777	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **145** organizations. Compensation range \$619–\$474,989; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$492,704); for reference, expenses \$538,794 and assets \$4,174,540.
ROLE MATCH	Shelley O'brien, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	65 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	29 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	68 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 (Shelley O'brien) 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 145 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,589 is reasonable (approximately the 29th 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.