

Foundation For Mo County Free Libraries

Executive Director / CEO

EIN 770256346
 CA · NTEE B99Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Julie Pool, Executive Director / CEO** (\$78,121) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

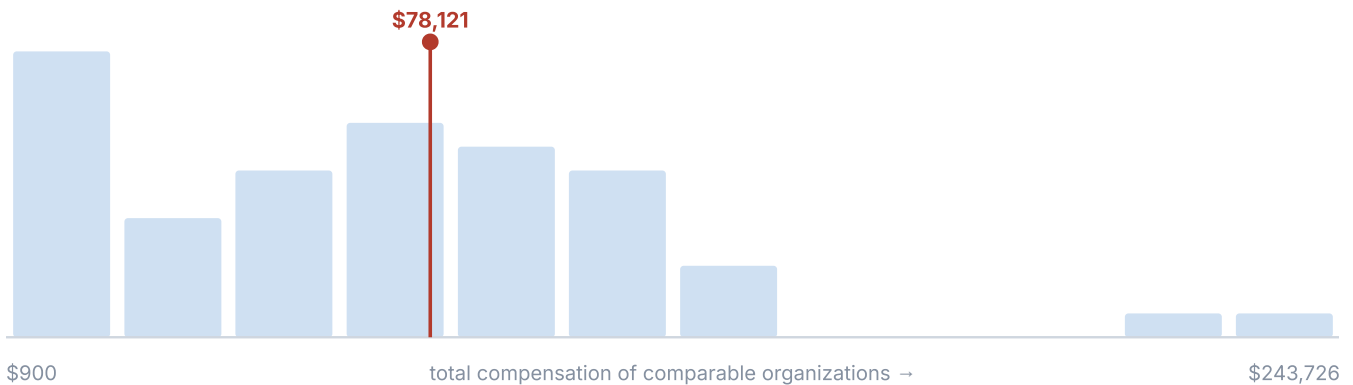
Benchmarked executive: Julie Pool — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99Z).
BUDGET	Total revenue between \$240,832 and \$539,178 — 0.67x to 1.50x the subject's \$359,452 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + CA + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,751	\$35,072	\$63,000	\$100,223	\$121,198	\$78,121
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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 CA 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
Rome Institute Of Liberal Arts Inc	CA	\$354,988	President	\$127,532	\$127,532	2024
Patient Safety Movement Foundation	CA	\$365,177	Coo	\$210,873	\$205,437	2025
Farms To Grow Inc	CA	\$366,693	Executive Dir.	\$35,500	\$36,549	2023
California Council On Teacher Education	CA	\$349,259	Secretarytreasurer	\$37,805	\$37,805	2024
If You Heard What I Heard Inc	CA	\$371,217	Director/chair	\$8,332	\$8,332	2024
Challenge Sonoma Adventure	CA	\$372,717	Director	\$34,680	\$34,680	2024
Life College	CA	\$344,960	Program Director	\$112,800	\$112,800	2024
Radiance Sutras Institute	CA	\$341,866	President	\$63,000	\$63,000	2024
Building Equity Aspiration Resilience	CA	\$378,984	President Ceo	\$104,000	\$107,072	2023
Pseads	CA	\$338,306	Ceo	\$15,000	\$15,443	2023
Centro Las Olas	CA	\$336,915	President & Boardmember	\$19,936	\$19,422	2025
Oakland Digital Arts And Literacy Center Inc	CA	\$382,357	Executive Director	\$94,800	\$97,600	2023
Golden Star Educational Services	CA	\$336,326	President	\$50,609	\$52,104	2023
Parkinson's Resource Organization Inc	CA	\$330,835	Executive Director	\$117,064	\$117,064	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lost Women Of Science Initiative Inc	CA	\$330,499	President & Ceo	\$50,000	\$50,000	2024
California Community Colleges Chief	CA	\$327,645	Executive Dir.	\$19,254	\$19,254	2024
App Inventor Foundation	CA	\$324,686	Executive Director	\$130,000	\$133,840	2023
Career Girls	CA	\$321,925	Executive Director	\$122,232	\$122,232	2024
Presence	CA	\$320,913	President	\$10,452	\$10,452	2024
Syned	CA	\$320,834	President & Ceo	\$39,000	\$40,152	2023
Arts Media And Entertainment Institute Inc	CA	\$399,515	Executive Director	\$82,378	\$82,378	2024
City Learners Inc DbA My City School	CA	\$403,881	Executive Dir.	\$100,223	\$100,223	2024
Compass For Affordable Housing	CA	\$404,252	Executive Director	\$65,697	\$67,638	2023
Santa Ana Education Facilities	CA	\$405,324	Executive Director	\$52,091	\$52,091	2024
Bluedoor Education Center Inc	CA	\$409,390	Treasurer	\$62,508	\$62,508	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **53** organizations. Compensation range \$900–\$243,726; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$359,452); for reference, expenses \$370,759 and assets \$764,670.
ROLE MATCH	Julie Pool, reported title "EXECUTIVE DIRECTOR", 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	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	62 nd
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	58 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 (Julie Pool) 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 53 similarly situated organizations (Same NTEE sector (B99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,121 is reasonable (approximately the 62nd 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.