

Mid-continent Geological Library Inc

Executive Director / CEO

EIN 811609164

OK · NTEE B70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Hone, Executive Director / CEO** (\$79,615) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

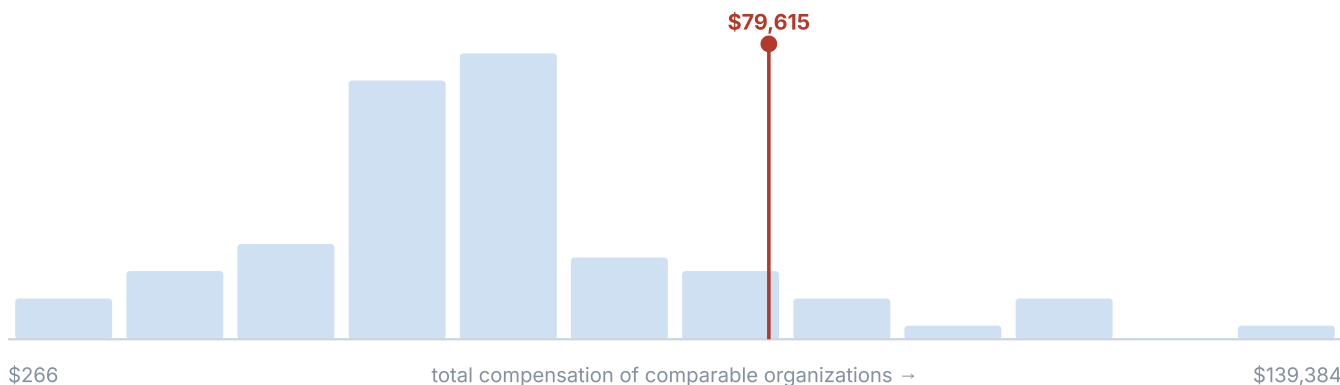
Benchmarked executive: Michelle Hone — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B70).
BUDGET	Total revenue between \$263,414 and \$589,734 — 0.67x to 1.50x the subject's \$393,156 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B70), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,130	\$36,073	\$48,253	\$58,078	\$85,933	\$79,615
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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 OK 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
Switzerland County Public Library	IN	\$391,776	Director	\$56,784	\$54,382	2023
Bixby Memorial Free Library	VT	\$391,562	Director	\$61,800	\$53,455	2025
Livingston Manor Free Library	NY	\$389,326	Library Dire	\$69,382	\$55,303	2024
Adamstown Area Library	PA	\$387,663	Interim Exec	\$21,937	\$19,297	2024
Palmyra Community Library	NY	\$385,898	Director	\$56,116	\$44,729	2024
Lansing Community Library	NY	\$401,521	Library Director	\$69,178	\$55,141	2024
Dover Plains Library Association	NY	\$378,034	Director	\$31,204	\$25,607	2023
Greenwich Free Library	NY	\$413,654	Executive Di	\$55,687	\$44,387	2024
Prairie Skies Public Library District	IL	\$414,218	Library Director	\$52,015	\$45,108	2024
Ulysses Philomathic Library	NY	\$416,874	Executive Dir.	\$61,833	\$49,286	2024
Giles County Public Library	TN	\$366,234	Executive Dir.	\$46,483	\$44,372	2023
Joe Barnhart Bee County Library Inc	TX	\$365,327	Library Dir	\$75,000	\$66,178	2024
Eastern Academic Scholars Trust Inc	MA	\$421,318	Program Director & Non-voting Member Of Bod	\$33,736	\$26,741	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gardiner Library Board Of Trustees	NY	\$424,180	Library Director	\$68,168	\$55,941	2023
Addison Township Public Library	MI	\$360,417	Library Director	\$17,320	\$16,235	2023
DeKalb Library Foundation Inc	GA	\$356,619	Executive Di	\$27,932	\$24,774	2024
Dorset Village Public Library	VT	\$355,225	Exec Director	\$68,939	\$61,208	2024
Florida Library Association Inc	FL	\$354,557	Executive Di	\$84,570	\$70,080	2024
St Charles District Library	MI	\$354,142	President	\$300	\$266	2025
Plum Borough Community Library	PA	\$353,999	Library Director	\$54,999	\$48,380	2024
Atlanta-fulton Public Library	GA	\$432,689	Executive Dir.	\$120,000	\$106,432	2024
Swarthmore Public Library	PA	\$352,098	Library Director (Thru 2024)	\$66,377	\$58,389	2024
Early Manuscripts Electronic Library	CA	\$436,224	Chairman	\$58,800	\$44,788	2024
Scott Township Public Library	PA	\$349,290	Director	\$57,317	\$51,909	2023
Eg Fisher Public Library	TN	\$345,453	Executive Director(ended Aug. 2023)	\$36,286	\$33,645	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	74 organizations. Compensation range \$266–\$139,384; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$393,156); for reference, expenses \$584,072 and assets \$1,158,240. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michelle Hone, reported title " <i>CHIEF EXECUTIVE OFFICER</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	7 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	88 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	85 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 (Michelle Hone) 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 74 similarly situated organizations (Same NTEE sector (B70), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$79,615 is reasonable (approximately the 88th 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.