

Glover Ambulance Squad Inc

Executive Director / CEO

EIN 030356729

VT · NTEE E62

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Adam Heuslein, Executive Director / CEO** (\$68,450) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Adam Heuslein — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E62).

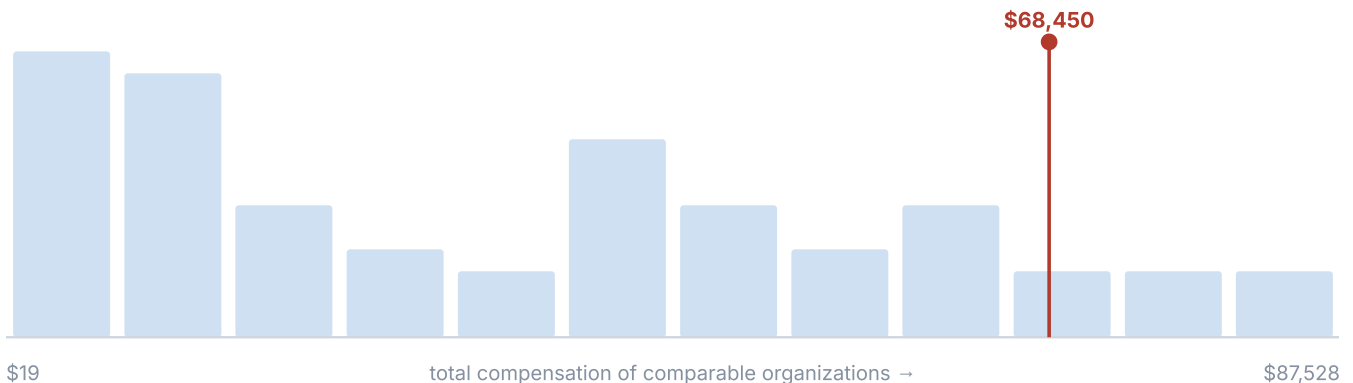
BUDGET Total revenue between \$321,959 and \$720,805 — 0.67x to 1.50x the subject's \$480,537 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E62), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography

→ **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,449	\$9,156	\$31,504	\$52,949	\$68,290	\$68,450
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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 VT 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
Ayden Rescue & Ems	NC	\$477,829	Chief	\$14,629	\$15,018	2024
Eureka Volunteer Ambulance Service Inc	MT	\$483,308	Treasurer	\$23,132	\$24,773	2024
Utopia Volunteer Emergency Medical Services Inc	TX	\$476,659	Executive Director	\$37,299	\$37,069	2024
Eyota Volunteer Ambulance Service	MN	\$484,936	Secretary	\$9,915	\$9,734	2024
Souhegan Valley Ambulance Service Inc	NH	\$474,326	Chief Operating Officer	\$65,542	\$61,903	2023
Portage Area Ambulance Association	PA	\$473,679	Board Member	\$2,695	\$2,670	2024
Wise Rescue Squad Inc	VA	\$469,734	1st Lieutenant	\$51,338	\$50,702	2023
Woodbury Ambulance Association Inc	CT	\$491,901	President	\$13,863	\$12,914	2024
Norton Rescue Squad Inc	VA	\$501,908	Lieutenant	\$45,031	\$44,473	2023
Grifton Rescue Squad Inc	NC	\$505,866	Assistant Ch	\$37,838	\$38,843	2024
Sunny View Fire And Rescue	NC	\$510,786	Director	\$36,347	\$36,351	2025
Linville Central Rescue Squad Inc	NC	\$449,566	Member	\$14,082	\$14,083	2025
Warren Area Ambulance Service Inc	IL	\$513,615	President	\$87	\$85	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Advanced Medical Transport Of Iowa	IL	\$513,788	Treasurer/secretary/ceo Phmms	\$20,283	\$20,396	2023
Johnsonville Rescue Squad And Ambulance	SC	\$515,845	Chief	\$50,884	\$52,740	2024
Jamesville Community Ems & Rescue	NC	\$444,840	President	\$25,286	\$25,958	2024
Cameron County Ambulance Service Inc	PA	\$441,108	Executive Director	\$52,524	\$53,576	2023
Lakeshore Volunteer Ambulance Inc	NY	\$521,014	Director Of Operations	\$55,875	\$50,163	2024
Ash-rand Rescue Squad & Ems Inc	NC	\$522,116	Executive Di	\$53,144	\$56,168	2023
Ansonia Area Emergency Servicesinc	OH	\$435,497	Chief	\$19,025	\$20,611	2023
New Glarus Emergency Medical Services In	WI	\$435,036	Executive Dir.	\$73,910	\$76,689	2024
Argyle Emergency Squad Inc	NY	\$429,472	Vice President	\$1,500	\$1,386	2023
Troy Volunteer Ambulance	MT	\$534,953	President	\$33,898	\$37,375	2023
Mcmullen County Emergency Services	TX	\$535,131	Treasurer	\$60,000	\$61,391	2023
Brooks Ambulance Inc	ME	\$418,835	President	\$48,151	\$47,903	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 72 organizations. Compensation range \$19–\$87,528; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$480,537); for reference, expenses \$460,515 and assets \$588,589.

ROLE MATCH Adam Heuslein, reported title "*PRESIDENT*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	90 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	89 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 (Adam Heuslein) 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 72 similarly situated organizations (Same NTEE sector (E62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,450 is reasonable (approximately the 90th 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.