

The National Institute For Hometown

Executive Director / CEO

EIN 201869365
 KY · NTEE M99
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **John D Taylor, Executive Director / CEO** (\$229,139) against **every comparable organization** that fit the selection criteria — **241** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

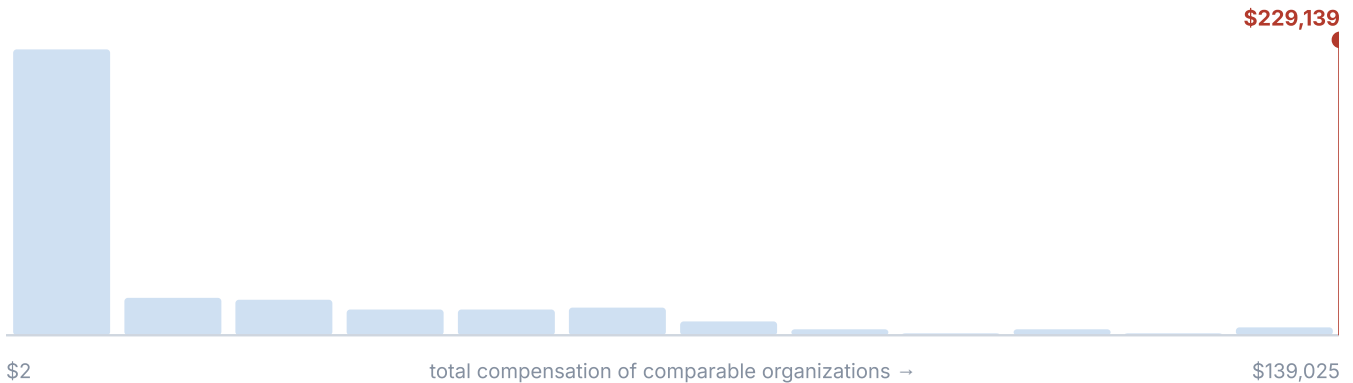
Benchmarked executive: John D Taylor — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M99).
BUDGET	Total revenue between \$116,822 and \$261,543 — 0.67x to 1.50x the subject's \$174,362 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

241 organizations qualified on sector, size, and geography → **241** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$459	\$1,009	\$5,526	\$33,757	\$66,840	\$229,139
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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 KY 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
Springs Fire Department Inc	NY	\$174,314	Chief	\$1,500	\$1,299	2023
Ua Charitable Fund Trust	MD	\$174,618	Trustee	\$154,691	\$134,611	2024
Bikehouston Inc	TX	\$173,613	Executive Director	\$135,721	\$126,366	2024
Grand Mound Volunteer Fire Company	IA	\$175,138	1st Asst Chi	\$1,250	\$1,312	2023
Mora Fire Department Relief	MN	\$175,382	Treasurer	\$900	\$828	2024
Carlton Complex Long Term Recovery Group	WA	\$175,703	Executive Director	\$84,335	\$70,279	2024
Northwest Rockingham County Fire Protection Association Inc	NC	\$175,710	Treasurer	\$3,589	\$3,362	2025
Bradley Gardens Volunteer Fire Company Inc	NJ	\$172,869	Secretary	\$600	\$499	2024
Orange County Rural Vfd District 1	IN	\$172,578	Fire Chief	\$9,600	\$9,702	2023
Educators School Safety Network	OH	\$176,215	Director Of Programs	\$39,758	\$39,195	2024
Fire Services Training Institute	CA	\$172,244	Executive Dir.	\$20,000	\$16,075	2024
Silver Creek Volunteer Fire Department	WI	\$171,764	President	\$1,525	\$1,482	2024
Marion Volunteer Fire Department	SD	\$177,200	Fire Chief	\$500	\$514	2024
Elite Public Safety Consulting Inc	IN	\$177,676	President	\$26,639	\$26,920	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bowmanstown Volunteer Fire Company	PA	\$170,750	Treasurer	\$7,800	\$7,240	2024
Granville Rural Fire Department	NC	\$170,290	Board Member	\$1,215	\$1,203	2023
Cottage Grove Vol Fire Department	WI	\$169,568	President	\$4,030	\$4,033	2023
Revved Up Kids Inc	GA	\$168,897	Executive Di	\$29,608	\$27,710	2024
Manhasset-lakeville Fire Department Corp	NY	\$179,932	Treasurer	\$750	\$649	2023
Bellevue Fire Foundation	WA	\$168,547	President And Ceo	\$118,772	\$101,900	2023
Tscra Special Ranger Foundation	TX	\$180,649	President	\$23,746	\$22,109	2024
Indian Mills Volunteer Fire Company	NJ	\$167,729	President	\$717	\$613	2023
Cattaraugus Volunteer Fire Co Inc	NY	\$181,531	Treasurer	\$1,000	\$819	2025
Gale Hose Co No 1 Inc	PA	\$167,151	Billing/privacy Officer & Chief 10-70	\$6,000	\$5,734	2023
Lebanon Valley Protective	NY	\$182,228	Pres/treas	\$1,500	\$1,299	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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	241 organizations. Compensation range \$2–\$139,025; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$174,362); for reference, expenses \$819,215 and assets \$2,160,070. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John D Taylor, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	97 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 (John D Taylor) 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 241 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$229,139 is reasonable (approximately the 100th 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.