

Aft Disaster Relief Fund

Executive Director / CEO

EIN 203664119

DC · NTEE M12

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Randi Weingarten, Executive Director / CEO** (\$117,597) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Randi Weingarten — 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 (M12).
BUDGET	Total revenue between \$68,691 and \$153,786 — 0.67x to 1.50x the subject's \$102,524 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

113 organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$418	\$702	\$2,782	\$15,210	\$67,331	\$117,597
-------	-------	---------	----------	----------	------------------



■ 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 DC 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
Goose Rocks Beach Fire Company	ME	\$103,096	President	\$500	\$571	2024
Tiltonsville Volunteer Fire Department	OH	\$103,257	Fire Chief, Vice President	\$3,604	\$4,478	2023
Marble Rock Community Fire Company Inc	IA	\$103,331	President	\$10	\$12	2024
Property Owners League Fire Company	NJ	\$103,482	Secretary	\$225	\$229	2024
Lumberton Fire Company No 1	NJ	\$103,763	President	\$2,775	\$2,907	2023
Farmingville Fire Dept Benevolent Association	NY	\$104,658	Treasurer	\$5,000	\$5,149	2024
Nj State Firemens Association Voorhees Twp	NJ	\$104,990	President	\$2,916	\$3,054	2023
Gun Violence Intervention	PA	\$100,000	Project Dire	\$143,857	\$163,481	2024
Oklahoma Civilian Defense Fire Company	PA	\$106,063	Treasurer	\$600	\$702	2023
Two Harbors Volunteer Firemen's	MN	\$106,327	Secretary	\$600	\$676	2024
Hanover Area Volunteer Fire And	PA	\$98,703	Treasurer	\$2,267	\$2,576	2024
Wilmot Volunteer Fire Company	NH	\$106,384	Chief	\$500	\$526	2024
Reinbeck Farmers Fire Association	IA	\$106,621	President/none	\$50	\$62	2024
Terryville Fire Department Inc	NY	\$98,159	Treasurer	\$3,000	\$3,181	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
High Country Fire-rescue	AZ	\$97,954	Fire Chief	\$19,105	\$21,556	2023
Strafford Firemen's Association And	VT	\$97,820	Fire Chief,	\$2,500	\$2,952	2023
Rushford Volunteer Fire Department	MN	\$107,381	President	\$100	\$113	2024
Paynesville Fire Department Relief	MN	\$96,167	Treasurer	\$2,400	\$2,782	2023
Newport News Police Dept Foundation	VA	\$109,366	Executive Director	\$60,000	\$66,018	2024
Wading River Fire Dept	NY	\$110,167	Secretary	\$2,100	\$2,226	2023
Good Will Fire Company Of Bridgeport Pa	PA	\$94,439	President	\$4,470	\$5,080	2024
Mountain View Public Safety Foundation	CA	\$110,631	Executive Director	\$40,430	\$39,784	2024
Wantage Township First Aid Squad	NJ	\$94,228	President	\$1,500	\$1,571	2023
Springfield Firemens Relief Assoc	MN	\$111,448	Secretary	\$1,800	\$2,087	2023
Georgia Association Of Realtors	GA	\$93,549	Ceo	\$26,163	\$30,864	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	113 organizations. Compensation range \$12–\$615,527; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$102,524); for reference, expenses \$90,892 and assets \$66,408.
ROLE MATCH	Randi Weingarten, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Randi Weingarten) 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 113 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,597 is reasonable (approximately the 96th 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.