

Mine Hill First Aid Squad Inc

Executive Director / CEO

EIN 226063473

NJ · NTEE M23

FY ending 2025-02-28

June 9, 2026

This analysis benchmarks the total compensation of **Edna Deacon, Executive Director / CEO** (\$9,900) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Edna Deacon — 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 (M23).

BUDGET Total revenue between \$51,027 and \$114,241 — 0.67x to 1.50x the subject's \$76,161 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$265	\$628	\$1,792	\$6,398	\$72,480	\$9,900
-------	-------	---------	---------	----------	---------



■ 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 NJ 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
Maynard Fire Relief Association	MN	\$74,904	Vice Preside	\$4,000	\$4,544	2024
Sidney Fire Department Inc	NY	\$78,010	Treasurer	\$950	\$1,016	2023
New Jersey State Firemens Association	NJ	\$78,523	President	\$1,000	\$1,057	2023
Wv Voluntary Organizations Active	WV	\$78,599	Executive Di	\$72,881	\$90,720	2024
Somers Volunteer Fire Departmen Inc	NY	\$79,825	President	\$1,000	\$1,038	2024
Phoenix Fire Engine Company No 2	PA	\$72,444	Recording Se	\$500	\$590	2023
The Vanlue Fire Department Inc	OH	\$72,436	Chief	\$1,500	\$1,827	2024
National Coalition For Safer Roads	TX	\$80,013	President	\$60,000	\$69,001	2024
Illinois Realtors Relief Foundation	IL	\$80,193	President	\$549,419	\$620,979	2024
Good Will Fire Department Inc	NY	\$80,576	Secretary	\$1,500	\$1,559	2024
Peel Fire Protection District	AR	\$70,765	Fire Chief	\$1,200	\$1,551	2024
Makinen Volunteer Fire Department	MN	\$68,682	Chief	\$1,100	\$1,249	2024
Malibu Foundation	CA	\$68,574	Executive Dir.	\$134,000	\$133,025	2024
Trafford Fire Company 1	PA	\$84,553	President/ch	\$595	\$703	2023
Monterey Firefighters Community	CA	\$84,620	Ceo	\$3,000	\$2,978	2024
Us Resiliency Council	CA	\$66,690	Executive Dir.	\$165,000	\$168,638	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hoola la Mauiakama Disaster Long	HI	\$66,687	Executive Di	\$10,654	\$10,966	2024
Ghent Firemen's Relief Association	MN	\$66,359	President	\$100	\$114	2024
Nvfc 21st Century Fund	DC	\$66,162	Chief Executive Officer	\$23,829	\$24,040	2024
Minnesota Lake Fire Department	MN	\$65,651	Treasurer	\$599	\$681	2024
Beecher Falls Volunteer Fire Dept Inc	VT	\$65,561	Chief	\$5,396	\$6,428	2023
Kendall Fire Department Inc	NY	\$87,748	Treasurer	\$1,000	\$1,038	2024
Washington Fire Company No 2 Inc	IN	\$63,832	Secy-treas	\$480	\$599	2023
River Vale Volunteer Ambulance Corps Inc	NJ	\$63,498	President	\$540	\$554	2024
Alaska Solstice Search Dogs	AK	\$63,055	Treasurer	\$1,486	\$1,633	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ cost of living and 2025 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 NJ 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 78 organizations. Compensation range \$12–\$620,979; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$76,161); for reference, expenses \$53,491 and assets \$384,034.

ROLE MATCH Edna Deacon, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	76 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	76 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 (Edna Deacon) 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 78 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,900 is reasonable (approximately the 76th 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.