

Nj State Firemens Association Voorhees Twp

Executive Director / CEO

EIN 237081903
 NJ · NTEE M60
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Vaughn Vandegrift, Executive Director / CEO** (\$2,916) against **every comparable organization** that fit the selection criteria — **119** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Vaughn Vandegrift — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

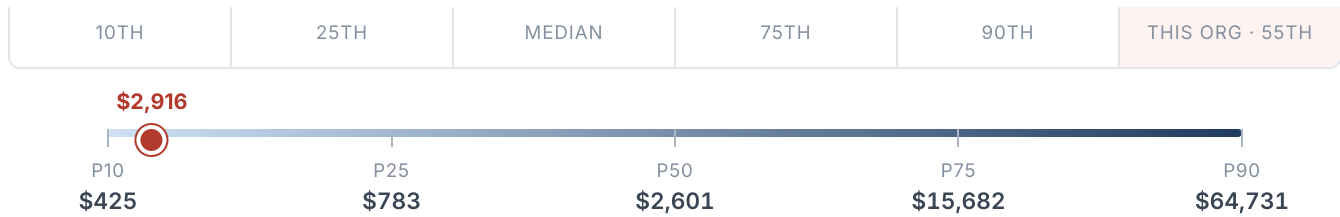
SECTOR	Organizations sharing the subject's NTEE classification (M60).
BUDGET	Total revenue between \$70,343 and \$157,485 — 0.67x to 1.50x the subject's \$104,990 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

119 organizations qualified on sector, size, and geography → **119** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$425	\$783	\$2,601	\$15,682	\$64,731	\$2,916
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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 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
Farmingville Fire Dept Benevolent Association	NY	\$104,658	Treasurer	\$5,000	\$4,916	2024
Oklahoma Civilian Defense Fire Company	PA	\$106,063	Treasurer	\$600	\$670	2023
Lumberton Fire Company No 1	NJ	\$103,763	President	\$2,775	\$2,775	2023
Two Harbors Volunteer Firemen's	MN	\$106,327	Secretary	\$600	\$645	2024
Wilmot Volunteer Fire Company	NH	\$106,384	Chief	\$500	\$503	2024
Property Owners League Fire Company	NJ	\$103,482	Secretary	\$225	\$219	2024
Reinbeck Farmers Fire Association	IA	\$106,621	President/none	\$50	\$60	2024
Marble Rock Community Fire Company Inc	IA	\$103,331	President	\$10	\$12	2024
Tiltonville Volunteer Fire Department	OH	\$103,257	Fire Chief, Vice President	\$3,604	\$4,275	2023
Goose Rocks Beach Fire Company	ME	\$103,096	President	\$500	\$545	2024
Rushford Volunteer Fire Department	MN	\$107,381	President	\$100	\$107	2024
Aft Disaster Relief Fund	DC	\$102,524	President	\$117,597	\$112,264	2024
Newport News Police Dept Foundation	VA	\$109,366	Executive Director	\$60,000	\$63,025	2024
Gun Violence Intervention	PA	\$100,000	Project Dire	\$143,857	\$156,068	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wading River Fire Dept	NY	\$110,167	Secretary	\$2,100	\$2,125	2023
Mountain View Public Safety Foundation	CA	\$110,631	Executive Director	\$40,430	\$37,980	2024
Hanover Area Volunteer Fire And	PA	\$98,703	Treasurer	\$2,267	\$2,459	2024
Springfield Firemens Relief Assoc	MN	\$111,448	Secretary	\$1,800	\$1,992	2023
Essex County Fire Chief's Association	MA	\$111,667	Executive Director	\$49,826	\$50,148	2023
Terryville Fire Department Inc	NY	\$98,159	Treasurer	\$3,000	\$3,036	2023
High Country Fire-rescue	AZ	\$97,954	Fire Chief	\$19,105	\$20,579	2023
Monroeville Emergency Medical Services Inc	IN	\$112,085	President	\$4,300	\$4,934	2024
Strafford Firemen's Association And	VT	\$97,820	Fire Chief,	\$2,500	\$2,818	2023
Community Fire Co Of Pavilion Inc	NY	\$113,359	Treasurer	\$1,200	\$1,180	2024
Chippewa Township Vfd	PA	\$113,480	President	\$500	\$543	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 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 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 **119** organizations. Compensation range \$12–\$587,615; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$104,990); for reference, expenses \$101,130 and assets \$728,121.
ROLE MATCH	Vaughn Vandegrift, reported title " <i>President</i> ", 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	55 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	55 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 (Vaughn Vandegrift) 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 119 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,916 is reasonable (approximately the 55th 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.