

Safeguard Iowa Partnership

Executive Director / CEO

EIN 263339967

IA · NTEE M012

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jay Knox, Executive Director / CEO** (\$85,280) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jay Knox — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (M012).

BUDGET Total revenue between \$37,652 and \$84,297 — 0.67x to 1.50x the subject's \$56,198 (the band tightens as size grows).

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

44 organizations qualified on sector, size, and geography

→ **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$313	\$518	\$1,335	\$27,853	\$67,658	\$85,280
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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 IA 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
Watkins Fireman's Relief Association	MN	\$54,967	President	\$300	\$263	2024
Brooktondale Volunteer Fire Co Inc	NY	\$57,882	President	\$300	\$248	2023
Thornwood Fire Co No 1	NY	\$54,202	President	\$200	\$165	2023
Home Building Industry Disaster Relief	DC	\$53,020	Secretary	\$79,890	\$62,190	2024
Mission Township Fire Fighters Reli	MN	\$52,600	President	\$240	\$210	2024
Kenyon Fire Relief Association	MN	\$59,974	Treasurer	\$550	\$496	2023
Greenwood Lake Volunteer Fire	NY	\$60,771	Secretary	\$599	\$480	2024
Winona Volunteer Fire Department	MO	\$51,147	President	\$830	\$780	2024
Yorkshire Volunteer Fire Department	VA	\$50,952	Treasurer	\$4,200	\$3,704	2023
Central Lakes Community Organization And	MN	\$61,523	Treasurer	\$900	\$789	2024
Firemens Protective Association	CT	\$61,547	Treasurer	\$3,000	\$2,495	2024
Dawson Firemen's Benefit	MN	\$62,683	Trustee	\$37,170	\$32,582	2024
Alaska Solstice Search Dogs	AK	\$63,055	Treasurer	\$1,486	\$1,260	2024
River Vale Volunteer Ambulance Corps Inc	NJ	\$63,498	President	\$540	\$428	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nyc Medics	NY	\$48,826	Executive Director	\$94,337	\$77,854	2023
Washington Fire Company No 2 Inc	IN	\$63,832	Secy-treas	\$480	\$462	2023
Waterfront Rescue Mission	FL	\$47,414	President	\$30,627	\$26,277	2023
Beecher Falls Volunteer Fire Dept Inc	VT	\$65,561	Chief	\$5,396	\$4,960	2023
Minnesota Lake Fire Department	MN	\$65,651	Treasurer	\$599	\$525	2024
Schroon Lake Volunteer Fire Department Inc	NY	\$46,502	Secretary/treasurer	\$7,500	\$6,012	2024
Nvfc 21st Century Fund	DC	\$66,162	Chief Executive Officer	\$23,829	\$18,549	2024
Ghent Firemen's Relief Association	MN	\$66,359	President	\$100	\$88	2024
Hoola la Mauiakama Disaster Long	HI	\$66,687	Executive Di	\$10,654	\$8,461	2024
Us Resiliency Council	CA	\$66,690	Executive Dir.	\$165,000	\$130,124	2023
Malibu Foundation	CA	\$68,574	Executive Dir.	\$134,000	\$102,645	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 **44** organizations. Compensation range \$88–\$479,157; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$56,198); for reference, expenses \$116,201 and assets \$34,887. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jay Knox, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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	5 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	93 rd
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	84 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 (Jay Knox) 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 44 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,280 is reasonable (approximately the 93rd 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.