

West End Fire Company No 3 Social

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Richele Bader, Executive Director / CEO** (\$2,388) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

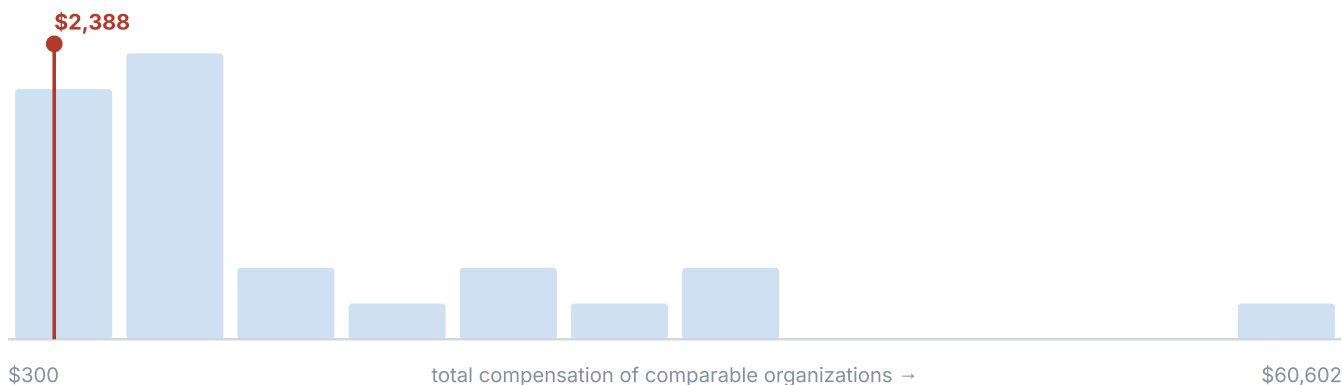
Benchmarked executive: Richele Bader — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N50).
BUDGET	Total revenue between \$183,986 and \$411,909 — 0.67x to 1.50x the subject's \$274,606 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N50) + PA + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,100	\$4,801	\$8,802	\$17,279	\$31,246	\$2,388
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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 PA 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
St Boniface Ushers Club	PA	\$270,770	Manager	\$28,363	\$29,201	2023
Polish Sharpshooters Club	PA	\$262,478	President	\$1,975	\$1,975	2024
Harmonie Singing Society	PA	\$296,714	Treasurer	\$8,710	\$8,710	2024
Slavish Citizens Club Lilly Pa	PA	\$248,138	President	\$803	\$827	2023
Upper Saucon Social Quarters	PA	\$307,910	Bar Manager	\$22,985	\$23,664	2023
Newberry Independent Club	PA	\$311,297	President	\$10,800	\$11,119	2023
Goodwill Beneficial Association	PA	\$321,975	Financial Secretary/direct	\$2,951	\$3,038	2023
Italian Society Of Butler	PA	\$225,821	Bar Steward	\$33,807	\$34,806	2023
Benscreek Social & Citizens Club	PA	\$223,306	President	\$300	\$300	2024
Liberty Hose Co No 2	PA	\$220,452	General Employee	\$31,200	\$32,122	2023
Home Association Ephraim Slaus	PA	\$332,199	President	\$10,484	\$10,794	2023
Liberty Fire Company Marching Club Inc	PA	\$212,855	Director	\$2,392	\$2,392	2024
Patton Sportsmens Association	PA	\$210,819	Treasurer	\$20,800	\$21,414	2023
Lower Burrell Legion Post #868 - Home Assoc	PA	\$203,033	Treasurer	\$6,481	\$6,672	2023
German American Federation	PA	\$348,517	President	\$10,116	\$10,116	2024
The American Italian Bocce Club Of Royersford Pa	PA	\$352,147	Treasurer	\$58,863	\$60,602	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Veterans Of Foreign Wars Mckeown-	PA	\$196,021	President	\$15,900	\$15,900	2024
Blairsville Pa Vfw 5821 Club	PA	\$194,566	Quartermaster Treasurer	\$7,800	\$8,030	2023
Mt Pleasant Fire Co Social Quarters	PA	\$356,673	President	\$5,200	\$5,200	2024
Clarion County Rod & Gun Club	PA	\$358,511	Treasurer/se	\$8,631	\$8,886	2023
Mertztown Rod And Gun Club	PA	\$360,677	Steward	\$8,717	\$8,717	2024
West End Fire Company No 3	PA	\$360,857	Trustee	\$3,604	\$3,604	2024
Kane Vets Home Association Inc	PA	\$366,159	1 Year Trustee	\$10,200	\$9,937	2025
Newport Social Order Of Owls Inc	PA	\$402,089	Officer	\$6,985	\$7,191	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	24 organizations. Compensation range \$300–\$60,602; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$274,606); for reference, expenses \$246,156 and assets \$540,480.
ROLE MATCH	Richele Bader, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	13 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 (Richele Bader) 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 24 similarly situated organizations (Same NTEE sector (N50) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,388 is reasonable (approximately the 13th 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.