

Aurora Firefighters Credit Union

Executive Director / CEO

EIN 362491990

IL · NTEE W61

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Conni Fancsali, Executive Director / CEO** (\$14,130) against **every comparable organization** that fit the selection criteria — **168** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

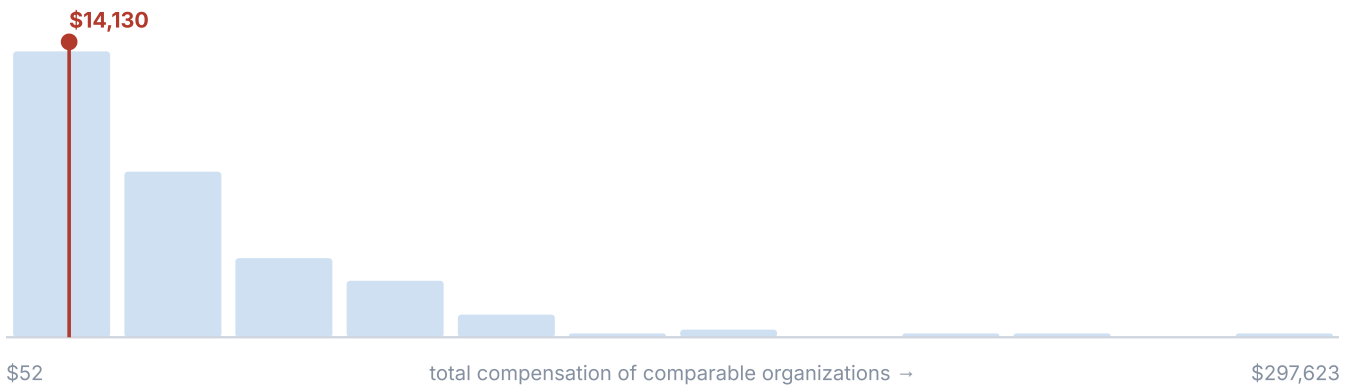
Benchmarked executive: Conni Fancsali — reported title “Head Teller”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W61).
BUDGET	Total revenue between \$96,013 and \$214,956 — 0.67x to 1.50x the subject's \$143,304 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

168 organizations qualified on sector, size, and geography → **168** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,085	\$12,397	\$26,899	\$52,937	\$88,399	\$14,130
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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 IL 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
Semper Fi Flo Foundation	MN	\$143,143	Executive Director	\$54,000	\$52,875	2025
Acworth & Kennesaw Post 5408 Veterans Of Foreign W	GA	\$142,715	Adjutant	\$50	\$52	2023
Wa State Dept Of Transportation	WA	\$144,676	Executive Di	\$18,000	\$16,877	2023
Montana Family Foundation Inc	MT	\$141,786	President/ Ceo	\$30,291	\$34,194	2023
Valhalla Veterans Services	PA	\$144,845	Executive Director	\$24,000	\$24,345	2024
Mettler Valley Mutual Water Co Inc	CA	\$145,149	Secretary	\$16,838	\$15,226	2023
The Registration Project Inc	DC	\$141,445	Director/treasurer	\$3,400	\$3,035	2024
Lions Foundation Of Victoria	MN	\$145,476	Gambling Manager	\$16,000	\$16,081	2024
Blessing The Children International	MI	\$145,936	President	\$48,000	\$50,395	2024
The Merc Playhouse Society	WA	\$146,097	Former Executive Director	\$30,000	\$27,320	2024
American Legion Post 401	OH	\$140,179	1st Vice Com	\$4,000	\$4,436	2023
American Legion Post 169 Inc	MI	\$139,586	Commander, Finance Officer	\$2,100	\$2,270	2023
White Oak Shores Sewer Service Corporation	TX	\$147,166	Secretary/treasurer	\$7,770	\$7,906	2024
The Windrose Project Inc	CA	\$147,341	Director/exe	\$52,000	\$47,022	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Veterans Of Foreign Wars Of The United States Inc	NY	\$147,445	Bartender/janitorial	\$17,972	\$16,519	2024
American Legion	NY	\$147,565	Commander	\$15,995	\$14,323	2025
Challenge America	CO	\$138,619	Founder & Ce	\$22,917	\$23,012	2023
Nebraska Human Resources Research	NE	\$148,321	Executive Director	\$22,824	\$25,707	2023
American Water Works Association	MO	\$137,722	Former Executive Director	\$16,042	\$17,793	2023
Tioga American Legion Post 139	ND	\$137,632	Finance Officer / Gaming Manager	\$21,500	\$23,999	2024
Aliquippa Economic Development Corporation	PA	\$137,369	Executive Director	\$78,000	\$81,457	2023
Operation Barnabas Inc	FL	\$149,300	Ceo	\$24,000	\$23,611	2023
Wisconsin Vfw Foundation Inc	WI	\$136,914	Director	\$4,684	\$4,976	2024
American Liberty Foundation	WI	\$150,000	Treasurer	\$5,200	\$5,688	2023
Northwest Wisconsin Business Development	WI	\$150,039	Fiscal Manager	\$44,333	\$47,095	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **168** organizations. Compensation range \$52–\$297,623; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$143,304); for reference, expenses \$97,818 and assets \$2,609,685.
ROLE MATCH	Conni Fancsali, reported title <i>"Head Teller"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	27 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	26 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 (Conni Fancsali) 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 168 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,130 is reasonable (approximately the 27th 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.