

East Grand Lake Volunteer Fire

Executive Director / CEO

EIN 382883994

MI · NTEE M24

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ron Fournier, Executive Director / CEO** (\$1,900) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Ron Fournier — reported title "CHIEF", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M24).
BUDGET	Total revenue between \$186,688 and \$417,960 — 0.67x to 1.50x the subject's \$278,640 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$429	\$1,084	\$3,370	\$15,092	\$36,271	\$1,900
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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 MI 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
Webster Volunteer Fire Department Inc	NY	\$279,416	Treasurer	\$9,440	\$8,264	2023
Bexar County Emergency Services Districts Association	TX	\$280,000	Executive Director	\$17,150	\$16,621	2023
Ausable Forks Fire Department Inc	NY	\$277,098	President	\$500	\$438	2023
Cambridge Fire Company Inc	VT	\$276,680	Chief	\$4,079	\$3,978	2023
Canajoharie Volunteer Firefighters Inc	NY	\$281,037	Treasurer	\$500	\$425	2024
Lawrence Park Volunteer Fire Department	PA	\$275,652	Treasurer	\$2,800	\$2,628	2024
Lizton Union Township Hendricks Cou	IN	\$274,066	Trustee	\$24,941	\$24,750	2024
Safety First Volunteer Fire Co	PA	\$283,305	Steward	\$33,120	\$31,999	2023
South Haven Firemens Relief Association	MN	\$283,323	Treasurer	\$1,200	\$1,116	2024
Cord Volunteer Fire Department Inc	AR	\$272,906	Secretary/treasurer	\$1,280	\$1,394	2023
Signal Hill Fire Protection	IL	\$272,876	Board Member	\$1,194	\$1,105	2024
Greensburg Fire Dept Board Of Control	PA	\$272,197	President - Station #6	\$25	\$24	2023
Lake Placid Volunteer Fire	NY	\$270,494	Deputy Secre	\$2,500	\$2,126	2024
Grimesland Volunteer Fire Dept	NC	\$269,468	Treasurer	\$2,400	\$2,273	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rye Volunteer Firefighters Inc	NY	\$288,373	Chief/secretary	\$1,200	\$1,021	2024
Grafton Volunteer Fire Department	ND	\$267,554	Fire Chief	\$5,510	\$5,690	2024
Mendon Fire Department Inc	NY	\$289,747	President	\$1,200	\$1,051	2023
Richardton Firemen's Auxiliary	ND	\$267,191	Gaming Manag	\$4,900	\$4,930	2025
Lubbock Fire Educators Inc	TX	\$266,954	President	\$33,105	\$31,163	2024
North Franklin Township Volunteer	PA	\$290,795	President	\$2,380	\$2,299	2023
Dell Rapids Volunteer Fire	SD	\$265,855	Chief	\$3,600	\$3,849	2023
Citizens Hook & Ladder Co No 1	PA	\$265,819	Financial Trustee	\$6,000	\$5,631	2024
Gnesen Volunteer Fire Department Inc	MN	\$291,786	Gambling Manager	\$15,560	\$14,896	2023
Mastic Chemical Company No 1 Inc	NY	\$265,484	Treasurer	\$1,500	\$1,276	2024
Buffalo Springs Lake Volunteer	TX	\$291,987	President	\$2,772	\$2,686	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **184** organizations. Compensation range \$24–\$130,808; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$278,640); for reference, expenses \$226,765 and assets \$861,081.
ROLE MATCH	Ron Fournier, reported title " <i>CHIEF</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	19 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	38 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	38 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 (Ron Fournier) 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 184 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,900 is reasonable (approximately the 38th 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.