

Stone Lake Area Fire Department Inc

Executive Director / CEO

EIN 391465699
 WI · NTEE M23
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brad Bates, Executive Director / CEO** (\$1,116) against **every comparable organization** that fit the selection criteria — **335** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Brad Bates — 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 (M23).
BUDGET	Total revenue between \$243,438 and \$545,011 — 0.67x to 1.50x the subject's \$363,341 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

335 organizations qualified on sector, size, and geography → **335** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$778	\$3,174	\$14,247	\$50,194	\$80,259	\$1,116
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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 WI 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
Dade County Firefighters Benevolent Association Inc	FL	\$365,120	President/director	\$13,339	\$11,999	2023
Evansville Police Department Foundation	IN	\$365,346	Executive Director	\$22,500	\$22,067	2024
Northstar Search And Rescue	MN	\$359,769	President	\$125,000	\$114,874	2024
New Jersey Crime Victim Law Center Inc	NJ	\$367,377	Director	\$111,457	\$95,286	2023
Orr's & Bailey Islands Fire Department	ME	\$367,598	Fire Chief	\$6,749	\$6,285	2024
Lanes Creek Volunteer Fire Department Inc	NC	\$367,820	Member-part Time Firefighter	\$8,340	\$8,251	2023
Safe Ride Foundation Inc	MD	\$358,647	Executive Director	\$39,650	\$33,588	2025
Conneaut Lake Volunteer Fire	PA	\$368,647	Director	\$3,281	\$3,133	2023
Tri-county Firesafe Working Group	MT	\$358,014	Former Executive Director	\$44,398	\$45,825	2023
Ridgecrest Volunteer Fire Dept Inc	NC	\$368,905	Chief	\$9,034	\$8,938	2023
Horicon Fire Department Inc	NY	\$357,249	Chief	\$1,500	\$1,298	2023
East Rivanna Vol Fire Company Inc	VA	\$357,056	Treasurer	\$4,563	\$4,098	2024
Huntingdon Valley Fire Co	PA	\$356,660	Treasurer	\$6,000	\$5,565	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Missing Kid Alert Db Gateway For Kids	MI	\$370,048	Director	\$124,469	\$123,016	2023
Blossom Fire Company Inc	NY	\$356,244	President	\$599	\$518	2023
Tree Care Industry	NH	\$356,090	Past Cfo	\$29,536	\$25,365	2024
Cridersville Volunteer Fire Departm	OH	\$355,850	Fire Chief	\$14,638	\$14,845	2023
Delhi Volunteer Fire Department Inc	LA	\$371,331	Fire Chief	\$40,772	\$41,755	2024
New Auburn Area Fire Department Inc	WI	\$353,312	Secretary/treasurer	\$5,000	\$4,857	2024
Olanta Rural Fire Department Inc	SC	\$353,299	Chief	\$75,842	\$71,690	2025
Coastal Alabama Partnership	AL	\$374,253	Executive Director	\$177,000	\$177,844	2024
Darien Center Chemical Fire Company Inc	NY	\$374,264	Treasurer	\$6,000	\$5,191	2023
Bay Shore Fire Department	NY	\$374,451	Chief	\$5,000	\$4,202	2024
South Robeson Rescue Unit Inc	NC	\$374,596	Commander/chief	\$21,082	\$20,259	2024
Ronkonkoma Fire Department Inc	NY	\$351,973	Treasurer	\$1,200	\$1,009	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	335 organizations. Compensation range \$7–\$258,825; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$363,341); for reference, expenses \$374,812 and assets \$183,880.
ROLE MATCH	Brad Bates, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	14 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	14 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 (Brad Bates) 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 335 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,116 is reasonable (approximately the 14th 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.