

Northstar Search And Rescue

Executive Director / CEO

EIN 411855873

MN · NTEE M23Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Diane Butterfield, Executive Director / CEO** (\$125,000) against **every comparable organization** that fit the selection criteria — **336** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

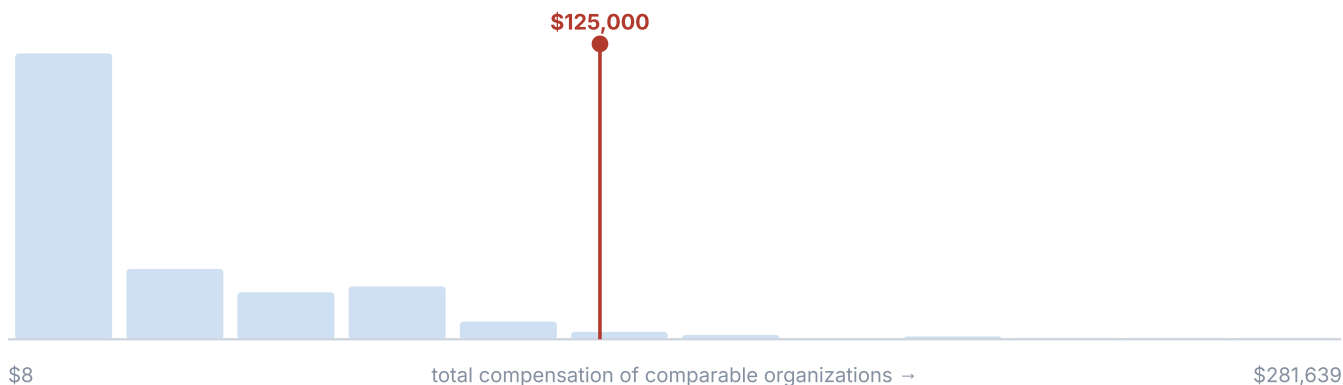
Benchmarked executive: Diane Butterfield — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M23Z).
BUDGET	Total revenue between \$241,045 and \$539,653 — 0.67x to 1.50x the subject's \$359,769 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

336 organizations qualified on sector, size, and geography → **336** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$794	\$3,198	\$15,330	\$52,163	\$86,497	\$125,000
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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 MN 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
Safe Ride Foundation Inc	MD	\$358,647	Executive Director	\$39,650	\$36,548	2025
Tri-county Firesafe Working Group	MT	\$358,014	Former Executive Director	\$44,398	\$49,864	2023
Horicon Fire Department Inc	NY	\$357,249	Chief	\$1,500	\$1,412	2023
East Rivanna Vol Fire Company Inc	VA	\$357,056	Treasurer	\$4,563	\$4,459	2024
Huntingdon Valley Fire Co	PA	\$356,660	Treasurer	\$6,000	\$6,055	2024
Blossom Fire Company Inc	NY	\$356,244	President	\$599	\$564	2023
Stone Lake Area Fire Department Inc	WI	\$363,341	President	\$1,116	\$1,214	2023
Tree Care Industry	NH	\$356,090	Past Cfo	\$29,536	\$27,601	2024
Cridersville Volunteer Fire Departm	OH	\$355,850	Fire Chief	\$14,638	\$16,153	2023
Dade County Firefighters Benevolent Association Inc	FL	\$365,120	President/director	\$13,339	\$13,056	2023
Evansville Police Department Foundation	IN	\$365,346	Executive Director	\$22,500	\$24,013	2024
New Auburn Area Fire Department Inc	WI	\$353,312	Secretary/treasurer	\$5,000	\$5,285	2024
Olanta Rural Fire Department Inc	SC	\$353,299	Chief	\$75,842	\$78,009	2025
New Jersey Crime Victim Law Center Inc	NJ	\$367,377	Director	\$111,457	\$103,685	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ronkonkoma Fire Department Inc	NY	\$351,973	Treasurer	\$1,200	\$1,097	2024
Orr's & Bailey Islands Fire Department	ME	\$367,598	Fire Chief	\$6,749	\$6,839	2024
Wolfhurst Central Volunteer Fire	OH	\$351,885	President	\$12,906	\$13,834	2024
Lanes Creek Volunteer Fire Department Inc	NC	\$367,820	Member-part Time Firefighter	\$8,340	\$8,978	2023
Conneaut Lake Volunteer Fire	PA	\$368,647	Director	\$3,281	\$3,409	2023
Ridgecrest Volunteer Fire Dept Inc	NC	\$368,905	Chief	\$9,034	\$9,726	2023
Missing Kid Alert Db Gateway For Kids	MI	\$370,048	Director	\$124,469	\$133,858	2023
William R Davie Volunteer Fire Dept	NC	\$349,487	Chief	\$71,374	\$72,711	2025
Old Forge Volunteer Fire Department Inc	NY	\$348,275	Secretary Treasurer	\$5,400	\$5,085	2023
Delhi Volunteer Fire Department Inc	LA	\$371,331	Fire Chief	\$40,772	\$45,436	2024
Conversa Corps Incorporated	CO	\$348,172	Chief Executive Officer	\$76,747	\$72,557	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	336 organizations. Compensation range \$8–\$281,639; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$359,769); for reference, expenses \$400,453 and assets \$269,213.
ROLE MATCH	Diane Butterfield, reported title " <i>PRESIDENT</i> ", 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	12 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	96 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	93 rd

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 (Diane Butterfield) 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 336 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$125,000 is reasonable (approximately the 96th 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.