

River Vale Volunteer Ambulance Corps Inc

Executive Director / CEO

EIN 510165638
 NJ · NTEE M24
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lynne Vasconcellos, Executive Director / CEO** (\$540) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Lynne Vasconcellos — 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 (M24).

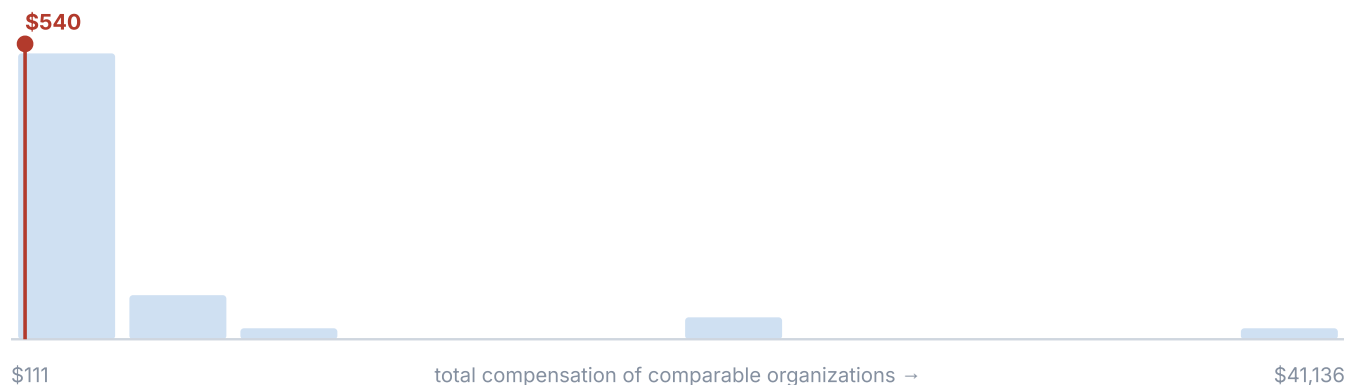
BUDGET Total revenue between \$42,543 and \$95,247 — 0.67x to 1.50x the subject's \$63,498 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$249

\$577

\$993

\$3,088

\$7,192

\$540



■ 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 NJ 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
Washington Fire Company No 2 Inc	IN	\$63,832	Secy-treas	\$480	\$583	2023
Dawson Firemen's Benefit	MN	\$62,683	Trustee	\$37,170	\$41,136	2024
Firemens Protective Association	CT	\$61,547	Treasurer	\$3,000	\$3,150	2024
Central Lakes Community Organization And	MN	\$61,523	Treasurer	\$900	\$996	2024
Beecher Falls Volunteer Fire Dept Inc	VT	\$65,561	Chief	\$5,396	\$6,262	2023
Nvfc 21st Century Fund	DC	\$66,162	Chief Executive Officer	\$23,829	\$23,420	2024
Greenwood Lake Volunteer Fire	NY	\$60,771	Secretary	\$599	\$606	2024
Ghent Firemen's Relief Association	MN	\$66,359	President	\$100	\$111	2024
Kenyon Fire Relief Association	MN	\$59,974	Treasurer	\$550	\$626	2023
Brooktondale Volunteer Fire Co Inc	NY	\$57,882	President	\$300	\$313	2023
Peel Fire Protection District	AR	\$70,765	Fire Chief	\$1,200	\$1,511	2024
Watkins Fireman's Relief Association	MN	\$54,967	President	\$300	\$332	2024
The Vanlue Fire Department Inc	OH	\$72,436	Chief	\$1,500	\$1,779	2024
Phoenix Fire Engine Company No 2	PA	\$72,444	Recording Se	\$500	\$575	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thornwood Fire Co No 1	NY	\$54,202	President	\$200	\$208	2023
Mission Township Fire Fighters Reli	MN	\$52,600	President	\$240	\$266	2024
Maynard Fire Relief Association	MN	\$74,904	Vice Preside	\$4,000	\$4,427	2024
Winona Volunteer Fire Department	MO	\$51,147	President	\$830	\$985	2024
Yorkshire Volunteer Fire Department	VA	\$50,952	Treasurer	\$4,200	\$4,676	2023
Sidney Fire Department Inc	NY	\$78,010	Treasurer	\$950	\$990	2023
Somers Volunteer Fire Departmen Inc	NY	\$79,825	President	\$1,000	\$1,012	2024
Schroon Lake Volunteer Fire Department Inc	NY	\$46,502	Secretary/treasurer	\$7,500	\$7,591	2024
Good Will Fire Department Inc	NY	\$80,576	Secretary	\$1,500	\$1,518	2024
Silver Bay Firefighters	MN	\$42,906	Treasurer	\$500	\$553	2024
Trafford Fire Company 1	PA	\$84,553	President/ch	\$595	\$685	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 34 organizations. Compensation range \$111–\$41,136; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$63,498); for reference, expenses \$76,706 and assets \$438,576.

ROLE MATCH	Lynne Vasconcellos, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	21 st
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	21 st

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 (Lynne Vasconcellos) 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 34 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$540 is reasonable (approximately the 21st 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.