

White Oak Volunteer Rescue Squad Inc

Executive Director / CEO

EIN 541588913
 VA · NTEE E63Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Nina Brown, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Nina Brown — reported title "Treasurer", 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 (E63Z).
BUDGET	Total revenue between \$32,617 and \$73,024 — 0.67x to 1.50x the subject's \$48,683 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,456	\$15,936	\$32,573	\$57,925	\$141,301	\$3,600
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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 VA 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
The Lifeline Foundation Inc	KY	\$48,623	President	\$42,042	\$45,574	2025
Schuyler Memorial Hospital Foundation	NE	\$48,363	President & Ceo Chi Health	\$29,391	\$33,707	2023
Community Memorial Hospital Medical	IA	\$49,222	Market President Regional Hospitals	\$30,939	\$36,122	2023
International Medical Response Foundation	NY	\$48,056	Executive Director	\$10,000	\$9,635	2023
Rapha Ministries Inc	KY	\$49,495	Executive Di	\$8,288	\$9,222	2024
Four Rivers Charitable Foundation	KY	\$47,075	Vice President	\$56,355	\$64,559	2023
Silver Otter Strategies Inc	MA	\$47,039	Treasurer (Until 1/2023)	\$26,961	\$25,833	2023
Park County Cancer Alliance	MT	\$50,351	Board Member	\$1,600	\$1,786	2024
Pace Georgia Inc	GA	\$50,414	Ceo	\$7,717	\$8,036	2024
Weinstein Hospice Foundation Inc	GA	\$50,932	Ceo And President	\$18,398	\$19,724	2023
Planetree Health Library	CA	\$50,933	Executive Director	\$60,000	\$55,244	2023
Tri-county Health Clinic	VA	\$46,405	Executive Director	\$52,000	\$52,000	2024
Jewish Home Of Greater Harrisburg	PA	\$46,015	Ceo	\$498,260	\$529,813	2023
Empire Health Community Advocacy Fund	WA	\$51,395	President	\$80,622	\$76,965	2023
Foundation For America's Blood Centers	DC	\$51,474	Chief Executive Officer	\$56,289	\$51,158	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jchc Real Estate Inc	NE	\$51,610	Ceo (Thru 08/24)	\$34,663	\$38,612	2024
Pioneer Memorial Foundation	SD	\$51,683	Cfo-pioneer Mem'l Hospital	\$16,468	\$18,823	2024
Swannanoa Valley Medical Centerinc	NC	\$45,652	Secretary	\$1,800	\$1,926	2024
Michigan Emergency Services	MI	\$51,791	President	\$100,585	\$110,702	2023
Healthcare And Wellness Foundation	MN	\$51,864	President/ceo	\$40,349	\$42,512	2023
Leonard Parker Pool Institute For Health	PA	\$52,041	Executive Director	\$20,859	\$22,180	2023
Mclaren Hospice And Home Care Foundation	MI	\$52,124	Mhmg Ceo & President	\$51,610	\$55,171	2024
Beth Israel Deaconess Department Of	MA	\$52,224	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$102,216	2024
St Joseph Medical Center Of Ft Wayne	IN	\$52,232	Director	\$13,339	\$14,569	2024
Lane Rmc Foundation	LA	\$52,560	Executive Director	\$78,842	\$92,570	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **114** organizations. Compensation range \$39–\$1,738,305; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$48,683); for reference, expenses \$44,132 and assets \$632,582.

ROLE MATCH	Nina Brown, reported title " <i>Treasurer</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	66 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	4 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 (Nina Brown) 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 114 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 6th 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.