

Quinwood Community Vol Fire Dept Inc

Executive Director / CEO

EIN 550702379
 WV · NTEE M24
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kelly Kiser, Executive Director / CEO** (\$600) 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 17th percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kelly Kiser — 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 (M24).
BUDGET	Total revenue between \$173,061 and \$387,450 — 0.67x to 1.50x the subject's \$258,300 (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



\$421	\$1,031	\$3,039	\$14,052	\$34,023	\$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 WV 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
Windsor Fire Company Inc	NY	\$258,763	President/captain	\$1,000	\$835	2024
Hackensack Area Fire & Rescue Dept	MN	\$257,542	Pres/fire Ch	\$6,690	\$6,286	2023
Newburg Fire Association	PA	\$257,271	Steward	\$16,489	\$15,635	2023
Bachelors Hall Volunteer Fire	VA	\$259,408	Treasurer	\$1,200	\$1,070	2024
Gerry Volunteer Fire Department Inc	NY	\$257,078	President	\$200	\$172	2023
Tri Clover Fire Company	PA	\$260,691	President	\$1,580	\$1,499	2023
Valley Stream Fire Dept Inc	NY	\$261,037	Maint Chairman	\$2,400	\$1,951	2025
Liberty Fire Company	PA	\$255,298	Financial Secretary	\$874	\$805	2024
Williamstown Volunteer Fire Company Inc	WV	\$263,052	Fire Chief	\$132	\$136	2023
Altavista Volunteer Fire Company Inc	VA	\$264,056	Director & Chief	\$5,640	\$5,030	2024
Penn Hills Volunteer Firemens	PA	\$252,258	Secretary	\$300	\$285	2023
Mastic Chemical Company No 1 Inc	NY	\$265,484	Treasurer	\$1,500	\$1,252	2024
Citizens Hook & Ladder Co No 1	PA	\$265,819	Financial Trustee	\$6,000	\$5,526	2024
Dell Rapids Volunteer Fire	SD	\$265,855	Chief	\$3,600	\$3,778	2023
Lubbock Fire Educators Inc	TX	\$266,954	President	\$33,105	\$30,585	2024
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$5,425	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Richardton Firemen's Auxiliary	ND	\$267,191	Gaming Manag	\$4,900	\$4,839	2025
Grafton Volunteer Fire Department	ND	\$267,554	Fire Chief	\$5,510	\$5,585	2024
Wayne Township Volunteer Fire Dept Of Hamilton Co Inc	IN	\$247,778	Deputy Chief	\$46,262	\$46,388	2023
Grimesland Volunteer Fire Dept	NC	\$269,468	Treasurer	\$2,400	\$2,231	2025
Sheldon Fire Department Inc	VT	\$247,024	Chief	\$4,020	\$3,737	2024
Lake Placid Volunteer Fire	NY	\$270,494	Deputy Secre	\$2,500	\$2,086	2024
Warwick Fire Department	NY	\$244,809	President	\$2,000	\$1,669	2024
Greensburg Fire Dept Board Of Control	PA	\$272,197	President - Station #6	\$25	\$24	2023
Signal Hill Fire Protection	IL	\$272,876	Board Member	\$1,194	\$1,084	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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–\$128,381; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$258,300); for reference, expenses \$169,924 and assets \$476,619.
ROLE MATCH	Kelly Kiser, 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	3 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	17 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	17 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 (Kelly Kiser) 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 \$600 is reasonable (approximately the 17th 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.