

Creedmoor Volunteer Fire Department

Executive Director / CEO

EIN 561997421
 NC · NTEE M24Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Matt Foley, Executive Director / CEO** (\$8,400) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Matt Foley — reported title “ASSISTANT FIRE CHIEF”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

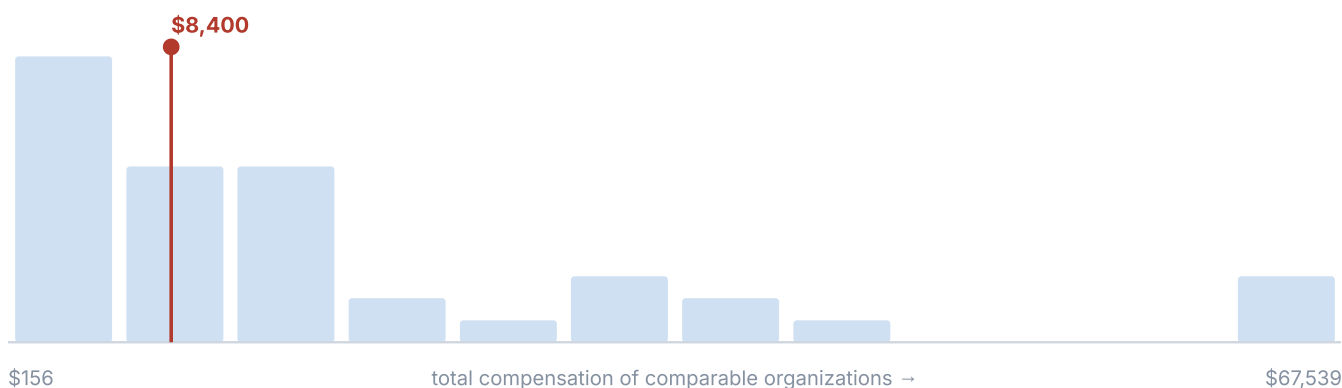
SECTOR Organizations sharing the subject's NTEE classification (M24Z).

BUDGET Total revenue between \$285,718 and \$639,669 — 0.67x to 1.50x the subject's \$426,446 (the band tightens as size grows).

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

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,079	\$4,217	\$10,769	\$22,263	\$34,816	\$8,400
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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 NC 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
Little River Fire Department Inc	NC	\$422,636	Vice President	\$5,369	\$5,369	2023
Lowell Volunteer Fire Dept	NC	\$433,397	Fire Chief	\$22,921	\$22,263	2024
Ronda Community Vol Fire Dept Inc	NC	\$442,014	Member	\$7,800	\$7,576	2024
Leaksville Volunteer Fire Dept	NC	\$402,463	Secretary	\$40,636	\$40,636	2023
Parkton Fire And Rescue Inc	NC	\$462,628	Fire Chief	\$5,760	\$5,595	2024
Central Alexander Fire Department	NC	\$463,632	Chief/ex Off	\$24,845	\$23,510	2025
Fire District 28 Inc	NC	\$468,115	Chief	\$68,549	\$66,582	2024
Deep Branch Volunteer Fire Department Inc	NC	\$382,825	Member	\$6,158	\$6,158	2023
Cedar Grove Fire Department Inc	NC	\$379,270	Fire Chief	\$67,083	\$65,158	2024
Cold Water Volunteer Fire Department	NC	\$479,971	President	\$13,311	\$12,929	2024
Ridgecrest Volunteer Fire Dept Inc	NC	\$368,905	Chief	\$9,034	\$9,034	2023
Lanes Creek Volunteer Fire Department Inc	NC	\$367,820	Member-part Time Firefighter	\$8,340	\$8,340	2023
Holly Grove Fire Department Inc	NC	\$495,181	Vice President	\$36,210	\$34,265	2025
William R Davie Volunteer Fire Dept	NC	\$349,487	Chief	\$71,374	\$67,539	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Central Fire Department Of Davidson County Inc	NC	\$505,044	Secretary	\$2,003	\$1,895	2025
Mineral Springs Volunteer Fire &	NC	\$347,220	Chief	\$21,938	\$21,309	2024
Drewry Volunteer Fire Department	NC	\$344,348	Captain	\$9,165	\$8,902	2024
East Nash Volunteer Fire	NC	\$511,286	President	\$14,400	\$13,626	2025
Courtney Volunteer Fire Dept Inc	NC	\$332,240	Chief	\$31,185	\$31,185	2023
Lone Hickory Vol Fire Dept Inc	NC	\$329,933	Treas.	\$1,800	\$1,748	2024
Seagrove Rural Volunteer Fire Depar	NC	\$524,577	Fire Chief	\$352	\$342	2024
Caldwell Fire Department Inc	NC	\$524,624	Chief	\$35,844	\$34,816	2024
South Stokes Volunteer Fire	NC	\$525,099	Treasurer	\$4,342	\$4,217	2024
Cooleemee Volunteer Fire Department	NC	\$314,024	President	\$15,911	\$15,455	2024
Mountain View Volunteer Fire	NC	\$310,079	Chief	\$1,186	\$1,122	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **41** organizations. Compensation range \$156–\$67,539; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$426,446); for reference, expenses \$396,792 and assets \$1,281,385.
ROLE MATCH	Matt Foley, reported title "ASSISTANT FIRE CHIEF", 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.
OUTLIERS	3 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	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	44 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 (Matt Foley) 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 41 similarly situated organizations (Same NTEE sector (M24) + NC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,400 is reasonable (approximately the 44th 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.