

Indian River County Volunteer Ambulance

Executive Director / CEO

EIN 596173190

FL · NTEE P52

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **April C Hargett, Executive Director / CEO** (\$61,932) against the **2000** closest of **3,614** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

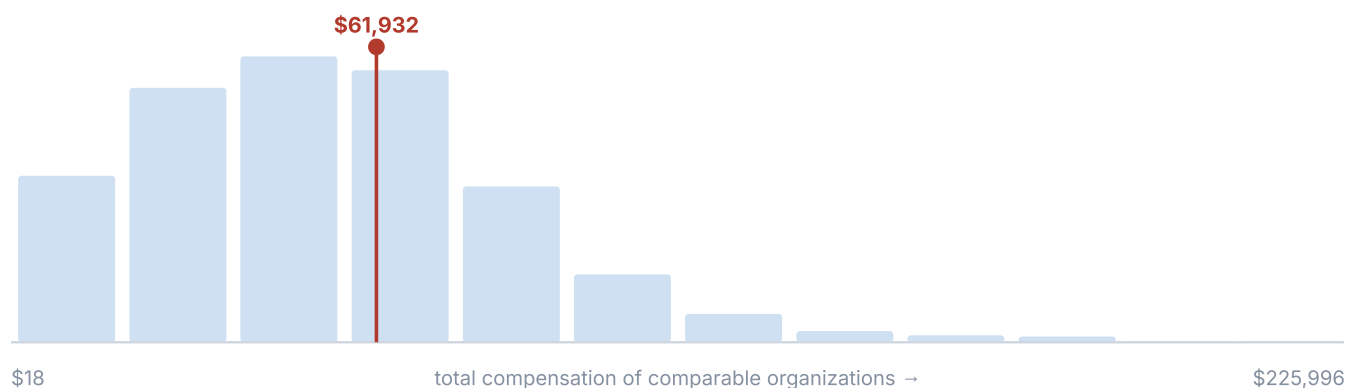
Benchmarked executive: April C Hargett — reported title “ADMINISTRATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P52).
BUDGET	Total revenue between \$201,613 and \$451,374 — 0.67x to 1.50x the subject's \$300,916 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,614 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$14,266	\$30,700	\$51,958	\$72,639	\$93,779	\$61,932
----------	----------	----------	----------	----------	----------



● 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 FL 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
Real Services Housing Inc	IN	\$300,889	President/ce	\$36,785	\$41,293	2023
Scott County Senior Citizens Inc	AR	\$300,874	Executive Director	\$36,500	\$42,421	2024
Childs Place	MN	\$300,860	Executive Director	\$76,701	\$80,676	2023
Livingston Street Early Childhood Center	NY	\$300,856	Executive Dir	\$30,065	\$28,089	2024
The Strongsville Emergency Food	OH	\$301,025	Coordinator	\$24,288	\$26,598	2024
Als Angels Inc	CT	\$300,796	President	\$114,532	\$114,311	2023
Audrey's Angels	AZ	\$300,789	Executive Director	\$63,073	\$62,717	2024
Springs Of Living Water	MO	\$300,744	Founder	\$50,000	\$53,344	2025
Ethaar Inc	GA	\$300,589	Executive Director	\$49,039	\$50,982	2024
Erins Hope For Friends Inc	GA	\$300,546	Executive Dir.	\$70,785	\$73,589	2024
Catholic Coalition For Special	MD	\$300,534	Executive Director	\$24,150	\$23,344	2024
Three-wide Ministries	VA	\$300,461	President	\$39,600	\$40,701	2023
Gold Star Peak Inc	AK	\$300,450	President	\$80,000	\$81,416	2023
Michigan Sportsmen Against Hunger	MI	\$300,413	Process Coor	\$7,200	\$7,683	2024
Khmer Maine	ME	\$300,400	Executive Director	\$54,024	\$55,933	2024
Manor Apartments Inc	MD	\$300,321	President & Ceo	\$54,890	\$54,626	2023
Radnor A Better Chance Inc	PA	\$300,311	Executive Director	\$41,779	\$43,077	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope For Children Ministries Inc	WI	\$301,536	Secretary Board Member	\$11,000	\$12,229	2023
Nonnie Hood Parent Resource Center Inc	NY	\$300,287	Executive Director	\$65,253	\$62,767	2023
Imana Kids	IA	\$301,552	Co-director	\$30,000	\$33,963	2024
Brain Builders Early Childhood And	NE	\$300,238	Vice President	\$1,610	\$1,843	2023
Darke County Pregnancy Help Center	OH	\$301,642	Board Member	\$28,473	\$31,181	2024
Centro Del Pueblo Movimiento Indigena Migrante	CA	\$300,186	Executive Director	\$44,750	\$41,133	2023
Haven Of The Dan River Region	VA	\$301,658	Executive Director	\$28,517	\$28,469	2024
Treasure Valley Children's Theater	ID	\$300,172	Executive Di	\$49,021	\$53,919	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	2000 organizations. Compensation range \$18–\$225,996; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$300,916); for reference, expenses \$267,092 and assets \$2,727,465.
ROLE MATCH	April C Hargett, reported title <i>"ADMINISTRATOR"</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 130 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 39 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	63 rd
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	58 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 (April C Hargett) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,932 is reasonable (approximately the 63rd 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.