

Happy Camp Volunteer Ambulance Service Inc

EIN 680030153

CA · NTEE E62

FY ending 2023-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kirk Eadie, Executive Director / CEO** (\$48,927) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Kirk Eadie — reported title “EMS MANAGER”, 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 (E62).

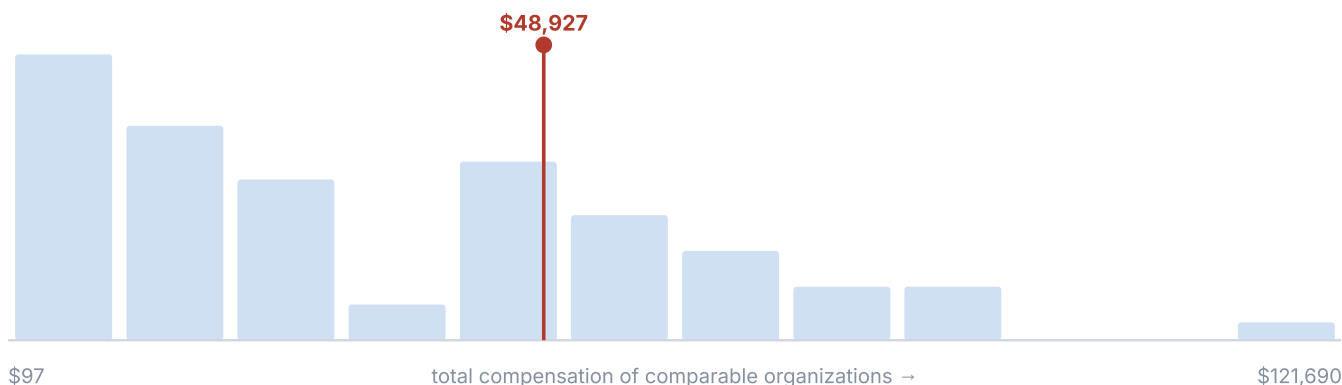
BUDGET Total revenue between \$242,253 and \$542,358 — 0.67x to 1.50x the subject's \$361,572 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E62), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography

→ **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,557 10TH	\$10,366 25TH	\$27,368 MEDIAN	\$54,499 75TH	\$70,908 90TH	\$48,927 THIS ORG · 71ST
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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 CA 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
Eden Emergency Squad Inc	NY	\$364,106	Als Captain	\$14,682	\$14,924	2024
Coleman Area Rescue Squad Inc	WI	\$365,213	President	\$1,940	\$2,279	2024
Schleicher County Volunteer Ems	TX	\$357,262	Comptroller	\$64,723	\$72,826	2024
Relief Association Of The Broomall	PA	\$353,519	President	\$922	\$1,035	2024
Community Ambulance Service Of New	ND	\$369,679	President	\$8,363	\$10,628	2023
Mobile Surgery International	UT	\$351,788	President	\$57,500	\$66,197	2024
Thompson Falls Ambulance	MT	\$376,023	President	\$8,241	\$9,993	2024
Winston County Rescue Squad Inc	AL	\$377,638	Chief	\$70,000	\$85,066	2024
Hackensack Volunteer Ambulance	NJ	\$378,804	President	\$9,960	\$10,298	2023
Boscobel Rescue Squad Inc	WI	\$379,805	Directorchief	\$62,134	\$72,992	2024
Flemington Area Emergency Medical	WV	\$340,570	Chief	\$17,529	\$21,349	2024
Edward County Emergency	TX	\$385,084	Secretary	\$8,918	\$10,034	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anna Rescue Unit Inc	OH	\$389,526	15352 Co Rd 25a Anna Oh 45302	\$51,354	\$65,572	2022
Elkin Emergency Rescue Squad Inc	NC	\$390,644	Chief/treasurer	\$9,175	\$10,389	2025
Moosabec Ambulance Service	ME	\$331,398	Chief	\$30,550	\$34,411	2024
Belle Plaine Area Ambulance Inc	IA	\$392,559	Director	\$1,184	\$1,458	2024
Garner Volunteer Ambulance Service	IA	\$395,098	President	\$4,600	\$5,833	2023
Penn Mahoning Ambulance Association	PA	\$324,791	President	\$2,508	\$2,896	2023
Cool Branch Volunteer Rescue	VA	\$322,030	Captian	\$37,144	\$41,533	2023
Conemaugh Valley Regional	PA	\$315,942	President	\$49,287	\$55,287	2024
Community Ambulance Service Inc	ND	\$411,527	President	\$1,200	\$1,525	2023
Valois Logan & Hector Volunteer	NY	\$307,817	Fire Chief	\$300	\$314	2023
New Salem Ambulance	ND	\$416,055	Bookkeeper	\$37,334	\$46,086	2024
Union Fire Company & Rescue Squad	NJ	\$306,473	Fire Chief	\$1,325	\$1,331	2024
Brooks Ambulance Inc	ME	\$418,835	President	\$48,151	\$54,236	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	68 organizations. Compensation range \$97–\$121,690; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$361,572); for reference, expenses \$299,693 and assets \$363,769.
ROLE MATCH	Kirk Eadie, reported title "EMS MANAGER", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	71 st
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	69 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 (Kirk Eadie) 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 68 similarly situated organizations (Same NTEE sector (E62), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$48,927 is reasonable (approximately the 71st 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.