

Bachelors Hall Volunteer Fire

Executive Director / CEO

EIN 800026671
 VA · NTEE M24
 FY ending 2024-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Sharon Williams, Executive Director / CEO** (\$1,200) 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 **27th** percentile of comparable organizations within the typical range

Benchmarked executive: Sharon Williams — 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 \$173,803 and \$389,112 — 0.67x to 1.50x the subject's \$259,408 (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



\$472	\$1,148	\$3,408	\$15,758	\$38,152	\$1,200
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 27TH
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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
Windsor Fire Company Inc	NY	\$258,763	President/captain	\$1,000	\$936	2024
Quinwood Community Vol Fire Dept Inc	WV	\$258,300	Treasurer	\$600	\$673	2024
Tri Clover Fire Company	PA	\$260,691	President	\$1,580	\$1,680	2023
Valley Stream Fire Dept Inc	NY	\$261,037	Maint Chairman	\$2,400	\$2,188	2025
Hackensack Area Fire & Rescue Dept	MN	\$257,542	Pres/fire Ch	\$6,690	\$7,049	2023
Newburg Fire Association	PA	\$257,271	Steward	\$16,489	\$17,533	2023
Gerry Volunteer Fire Department Inc	NY	\$257,078	President	\$200	\$193	2023
Williamstown Volunteer Fire Company Inc	WV	\$263,052	Fire Chief	\$132	\$153	2023
Liberty Fire Company	PA	\$255,298	Financial Secretary	\$874	\$903	2024
Altavista Volunteer Fire Company Inc	VA	\$264,056	Director & Chief	\$5,640	\$5,640	2024
Mastic Chemical Company No 1 Inc	NY	\$265,484	Treasurer	\$1,500	\$1,404	2024
Citizens Hook & Ladder Co No 1	PA	\$265,819	Financial Trustee	\$6,000	\$6,197	2024
Dell Rapids Volunteer Fire	SD	\$265,855	Chief	\$3,600	\$4,236	2023
Penn Hills Volunteer Firemens	PA	\$252,258	Secretary	\$300	\$319	2023
Lubbock Fire Educators Inc	TX	\$266,954	President	\$33,105	\$34,297	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Richardton Firemen's Auxiliary	ND	\$267,191	Gaming Manag	\$4,900	\$5,426	2025
Grafton Volunteer Fire Department	ND	\$267,554	Fire Chief	\$5,510	\$6,262	2024
Wantagh Fire Department	NY	\$249,513	Recording Secretary	\$6,500	\$6,083	2024
Grimesland Volunteer Fire Dept	NC	\$269,468	Treasurer	\$2,400	\$2,502	2025
Lake Placid Volunteer Fire	NY	\$270,494	Deputy Secre	\$2,500	\$2,340	2024
Wayne Township Volunteer Fire Dept Of Hamilton Co Inc	IN	\$247,778	Deputy Chief	\$46,262	\$52,019	2023
Sheldon Fire Department Inc	VT	\$247,024	Chief	\$4,020	\$4,191	2024
Greensburg Fire Dept Board Of Control	PA	\$272,197	President - Station #6	\$25	\$27	2023
Signal Hill Fire Protection	IL	\$272,876	Board Member	\$1,194	\$1,216	2024
Cord Volunteer Fire Department Inc	AR	\$272,906	Secretary/treasurer	\$1,280	\$1,534	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 **184** organizations. Compensation range \$27–\$143,964; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$259,408); for reference, expenses \$176,543 and assets \$859,185.

ROLE MATCH	Sharon Williams, reported title "TREASURER", 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 1.5x 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	27 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	27 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 (Sharon Williams) 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 13, 2026, comparing compensation against 184 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue).
3. The authorized body determined that total compensation of \$1,200 is reasonable (approximately the 27th 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 13, 2026.