

# Silver Creek Volunteer Fire Department

Executive Director / CEO

EIN 810587209  
 WI · NTEE M24  
 FY ending 2024-11-30  
 June 13, 2026

This analysis benchmarks the total compensation of **Todd Stange, Executive Director / CEO** (\$1,525) against **every comparable organization** that fit the selection criteria — **120** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Todd Stange — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M24).
BUDGET	Total revenue between \$115,081 and \$257,646 — 0.67x to 1.50x the subject's \$171,764 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M24), nationwide + budget 0.67–1.5x revenue.

**120** organizations qualified on sector, size, and geography → **120** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$344	\$668	\$1,771	\$6,603	\$19,511	\$1,525
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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 WI 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
<a href="#">Fire Services Training Institute</a>	CA	\$172,244	Executive Dir.	\$20,000	<b>\$16,536</b>	2024
<a href="#">Orange County Rural Vfd District 1</a>	IN	\$172,578	Fire Chief	\$9,600	<b>\$9,980</b>	2023
<a href="#">Bradley Gardens Volunteer Fire Company Inc</a>	NJ	\$172,869	Secretary	\$600	<b>\$513</b>	2024
<a href="#">Granville Rural Fire Department</a>	NC	\$170,290	Board Member	\$1,215	<b>\$1,238</b>	2023
<a href="#">Cottage Grove Vol Fire Department</a>	WI	\$169,568	President	\$4,030	<b>\$4,149</b>	2023
<a href="#">Springs Fire Department Inc</a>	NY	\$174,314	Chief	\$1,500	<b>\$1,336</b>	2023
<a href="#">Grand Mound Volunteer Fire Company</a>	IA	\$175,138	1st Asst Chi	\$1,250	<b>\$1,349</b>	2023
<a href="#">Northwest Rockingham County Fire Protection Association Inc</a>	NC	\$175,710	Treasurer	\$3,589	<b>\$3,459</b>	2025
<a href="#">Indian Mills Volunteer Fire Company</a>	NJ	\$167,729	President	\$717	<b>\$631</b>	2023
<a href="#">Gale Hose Co No 1 Inc</a>	PA	\$167,151	Billing/privacy Officer & Chief 10-70	\$6,000	<b>\$5,898</b>	2023
<a href="#">Marion Volunteer Fire Department</a>	SD	\$177,200	Fire Chief	\$500	<b>\$528</b>	2024
<a href="#">Goshen Volunteer Fire Department</a>	NC	\$165,526	President	\$786	<b>\$778</b>	2024
<a href="#">Spencerport Volunteer Firemens Assoc Inc</a>	NY	\$164,917	President	\$2,000	<b>\$1,782</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Manhasset-lakeville Fire Department Corp</a>	NY	\$179,932	Treasurer	\$750	<b>\$668</b>	2023
<a href="#">Cattaraugus Volunteer Fire Co Inc</a>	NY	\$181,531	Treasurer	\$1,000	<b>\$843</b>	2025
<a href="#">Lebanon Valley Protective</a>	NY	\$182,228	Pres/treas	\$1,500	<b>\$1,336</b>	2023
<a href="#">Depew Volunteer Fire Department Inc</a>	NY	\$182,645	Secretary	\$1,200	<b>\$1,038</b>	2024
<a href="#">Decorah Volunteer Fire Department</a>	IA	\$160,745	Chief	\$778	<b>\$840</b>	2023
<a href="#">Traphill Volunteer Fire Department Inc</a>	NC	\$182,877	Asst Chief	\$1,778	<b>\$1,759</b>	2024
<a href="#">Eagle Fire Engine &amp; Hose Company No 1 2</a>	NY	\$160,506	President	\$100	<b>\$89</b>	2023
<a href="#">Millbrook Engine Hook &amp; Ladder Co</a>	NY	\$185,671	2nd Lt, Fd/secretary	\$7,150	<b>\$6,186</b>	2024
<a href="#">Tangier Volunteer Fire Department Inc</a>	VA	\$186,396	Acting Treasurer	\$12,000	<b>\$11,094</b>	2024
<a href="#">Port Jefferson Volunteer Firemens Benevolent Association Inc</a>	NY	\$155,788	Secretary	\$750	<b>\$668</b>	2023
<a href="#">Cronomer Valley Fire Department Inc</a>	NY	\$187,958	Vice Preside	\$600	<b>\$535</b>	2023
<a href="#">Fire Dept Relief Assn St James</a>	MN	\$188,038	President	\$500	<b>\$473</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	120 organizations. Compensation range \$24–\$133,099; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$171,764); for reference, expenses \$158,552 and assets \$773,526.
ROLE MATCH	Todd Stange, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	17 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	48 <sup>th</sup>

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 (Todd Stange) 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 120 similarly situated organizations (Same NTEE sector (M24), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$1,525 is reasonable (approximately the 48<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.