

Conch Republic Marine Army

Executive Director / CEO

EIN 824673083

FL · NTEE M99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Vest, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **338** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

Benchmarked executive: Brian Vest — 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 (M99).

BUDGET Total revenue between \$260,958 and \$584,236 — 0.67x to 1.50x the subject's \$389,491 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

338 organizations qualified on sector, size, and geography → **338** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,123	\$3,691	\$16,304	\$61,249	\$93,674	\$60,000
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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 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
Saxis Volunteer Fire Company I	VA	\$391,443	Treasurer	\$1,200	\$1,233	2024
New Jersey Emergency Preparedness	NJ	\$391,510	Executive Di	\$13,188	\$12,905	2023
Butler Volunteer Fire Department	WI	\$392,331	President/chief	\$9,990	\$11,434	2023
Fairmont Fire Department Relief Assoc	MN	\$386,302	President	\$550	\$595	2023
Mountain Top Fire Company Inc	PA	\$393,046	Vice President	\$7,134	\$7,573	2024
Hospital Foundation Of Decatur Coun	IN	\$385,935	Director	\$25,446	\$28,565	2024
Gardner Lake Volunteer Fire Company Inc	CT	\$393,064	Treasurer	\$9,000	\$9,248	2023
Permian Road Safety Coalition	TX	\$393,416	Executive Director	\$88,718	\$97,258	2023
Damascus Fire Dept Inc	OH	\$394,995	Trustee-at-l	\$12,735	\$13,988	2025
Thinkfirst Foundation	IL	\$395,152	Executive Director	\$104,454	\$109,312	2024
Derry Twp Vol Fire Dept Of Bradenville	PA	\$383,797	Treasurer	\$500	\$531	2024
Arklatex Safety Council Inc	LA	\$395,212	Executive Director	\$50,000	\$60,338	2023
Ramsey Firefighters Relief Association	MN	\$395,522	President	\$1,000	\$1,052	2024
Deep Branch Volunteer Fire Department Inc	NC	\$382,825	Member	\$6,158	\$6,973	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Center Of St Bernard	LA	\$397,956	Executive Dir.	\$62,500	\$75,423	2023
Mowbray Volunteer Fire Department Inc	TN	\$380,760	Chairman/operation Chief	\$37,265	\$41,697	2024
Rebuild Bay County Inc Fka Bay County Long Term Disaster Recov	FL	\$398,977	Executive Director	\$118,000	\$121,485	2023
Hauppauge Volunteer Exempt Firemans Benevolent Association Inc	NY	\$379,962	Treasurer	\$6,500	\$6,091	2025
Traffic Safety Plus	NE	\$379,677	Executive Director	\$95,864	\$109,756	2024
Cedar Grove Fire Department Inc	NC	\$379,270	Fire Chief	\$67,083	\$73,784	2024
Mcmechen Volunteer Fire Department	WV	\$378,943	Chief	\$1,305	\$1,504	2024
Northampton Township Volunteer Fire Relief Association	PA	\$378,327	Treasurer	\$2,275	\$2,415	2024
Moon Twp Volunteer Fire Co	PA	\$401,749	Treasurer	\$4,150	\$4,405	2024
Valley Splash Aquatics Inc	CA	\$401,774	Ceo	\$108,843	\$100,047	2024
Haysi Rescue Squad	VA	\$376,683	Chief/pres./	\$27,840	\$28,614	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 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 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	338 organizations. Compensation range \$8–\$324,515; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$389,491); for reference, expenses \$228,087 and assets \$376,914. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Brian Vest, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	75 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	71 st

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 (Brian Vest) 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 338 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 75th 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.