

Slover Library Foundation

Executive Director / CEO

EIN 263772819

VA · NTEE B11

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Paul D Fraim, Executive Director / CEO** (\$145,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

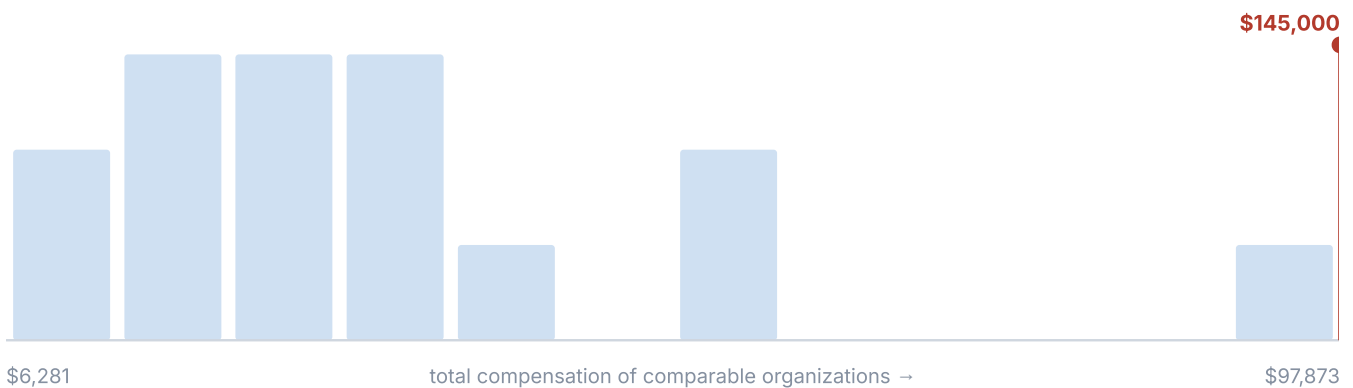
Benchmarked executive: Paul D Fraim — reported title “CHAIRMAN & PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B11).
BUDGET	Total revenue between \$19,082 and \$42,721 — 0.67x to 1.50x the subject's \$28,481 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,415	\$20,121	\$27,307	\$39,099	\$55,590	\$145,000
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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 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
The Freidenrich Support Foundation	CA	\$26,259	Director/secretary/treasurer	\$31,436	\$27,307	2024
The Kinkaid Investments Foundation	TX	\$25,940	Cfo	\$42,194	\$43,713	2023
Cardinal Funds Inc	IN	\$25,806	Board Member	\$30,811	\$33,651	2023
The Environmental Charter School	PA	\$24,329	Trustee	\$54,032	\$54,204	2024
Marian Middle School Supporting Organiza	MO	\$34,193	President	\$19,976	\$21,284	2024
The Exploris Foundation	NC	\$22,055	Board Member	\$9,462	\$10,126	2023
Sizer School Foundation Inc	MA	\$21,296	Board Memeber	\$6,749	\$6,281	2023
Ahu Ili	HI	\$36,344	President	\$38,289	\$34,485	2024
West Dallas Community School Foundation	TX	\$36,355	Executive Director	\$30,958	\$32,073	2023
The Joy School Endowment Fund	TX	\$19,241	School President/head	\$23,705	\$23,854	2024
Hastings College Foundation	NE	\$38,520	Interim Exec Director (End 1/2023)	\$14,228	\$15,849	2023
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$18,958	2023
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$97,873	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alleghany Highlands Regional Library Foundation	VA	\$39,981	Secretary	\$22,953	\$21,720	2025
Kipp St Louis Facilities Fund	MO	\$40,853	Chairman	\$51,519	\$56,514	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 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 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	15 organizations. Compensation range \$6,281–\$97,873; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$28,481); for reference, expenses \$505,727 and assets \$10,476,167. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Paul D Fraim, reported title " <i>CHAIRMAN & PRESIDENT</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	15 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	100th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	33 rd

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 (Paul D Fraim) 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 10, 2026, comparing compensation against 15 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$145,000 is reasonable (approximately the 100th 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 10, 2026.