

# Friends Of Wisconsin State Parks Inc

Executive Director / CEO

EIN 391882260  
 WI · NTEE N32  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Patricia Loosen, Executive Director / CEO** (\$68,520) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

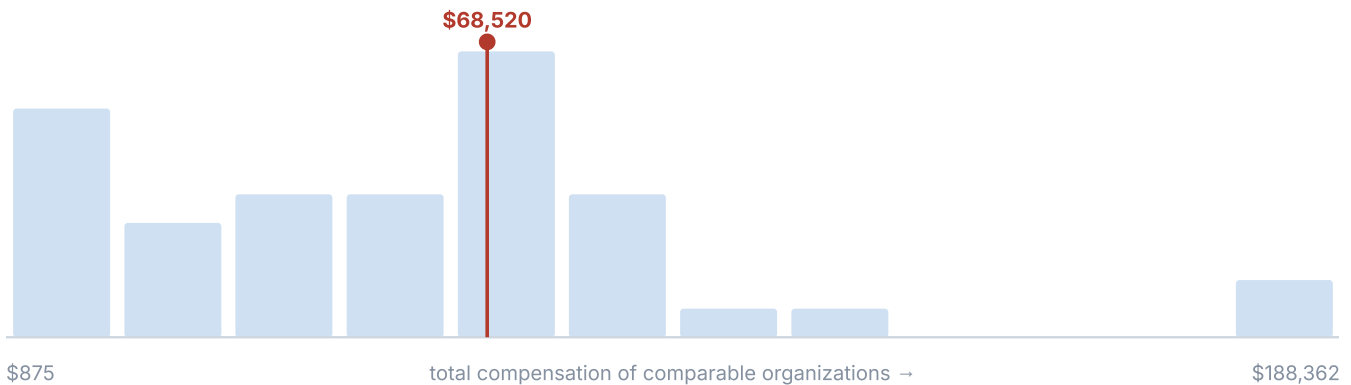
**Benchmarked executive:** Patricia Loosen — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N32).
BUDGET	Total revenue between \$201,552 and \$451,237 — 0.67x to 1.50x the subject's \$300,825 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N32), nationwide + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,788	\$29,766	\$58,907	\$77,669	\$91,243	\$68,520
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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="#">Santa Barbara County Trails Council</a>	CA	\$299,723	Executive Director	\$60,000	<b>\$49,609</b>	2024
<a href="#">Tahoe-pyramid Trail Inc</a>	NV	\$304,263	Executive Dir.	\$69,428	<b>\$66,637</b>	2024
<a href="#">Downtown San Diego Public Spaces</a>	CA	\$296,290	President And Ceo	\$8,270	<b>\$6,838</b>	2024
<a href="#">World Trails Network - Hub For The Americas</a>	NH	\$305,579	Chair	\$5,000	<b>\$4,552</b>	2023
<a href="#">High Peaks Alliance</a>	ME	\$314,954	Executive Di	\$86,440	<b>\$85,327</b>	2023
<a href="#">American Academy For Park And</a>	WA	\$277,983	Executive Di	\$17,307	<b>\$14,837</b>	2024
<a href="#">Presque Isle Partnership Inc</a>	PA	\$324,230	Executive Director	\$75,059	<b>\$73,789</b>	2023
<a href="#">Mccoy Farm And Gardens</a>	TN	\$274,627	Employee Executive Director	\$75,000	<b>\$75,486</b>	2024
<a href="#">Castle Rock Parks And Trails Founda</a>	CO	\$329,215	Executive Di	\$19,192	<b>\$18,142</b>	2023
<a href="#">Parkway Council Foundation</a>	PA	\$271,602	Executive Di	\$115,000	<b>\$113,054</b>	2023
<a href="#">Scott Community Golf Course Inc</a>	KS	\$270,783	Employee	\$55,312	<b>\$58,907</b>	2023
<a href="#">Lititz Springs Park Inc</a>	PA	\$258,164	Treasurer	\$916	<b>\$875</b>	2024
<a href="#">Top Of Michigan Trails Council</a>	MI	\$347,614	Executive Dir.	\$90,084	<b>\$89,032</b>	2024
<a href="#">Friends Of International Friendship Park</a>	CA	\$350,167	Executive Dir.	\$36,000	<b>\$29,766</b>	2024
<a href="#">United Parks As One</a>	NJ	\$352,284	Treasurer	\$5,600	<b>\$4,788</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grand Rapids Whitewater Inc</a>	MI	\$247,817	President/ce	\$185,120	<b>\$188,362</b>	2023
<a href="#">Montana Skatepark Association</a>	MT	\$246,471	President	\$7,500	<b>\$7,970</b>	2023
<a href="#">Ranger Snowmobile Atv Club Inc</a>	MN	\$240,822	President	\$1,225	<b>\$1,193</b>	2023
<a href="#">Enid Sports Association</a>	OK	\$362,098	Executive Director	\$86,539	<b>\$91,243</b>	2024
<a href="#">Los Angeles River State Park Partners</a>	CA	\$239,039	Executive Director	\$73,376	<b>\$62,461</b>	2023
<a href="#">Brec Foundation</a>	LA	\$363,185	Executive Director	\$177,692	<b>\$187,351</b>	2024
<a href="#">David Allen Memorial Ballpark Inc</a>	OK	\$236,278	Executive Director	\$97,000	<b>\$102,273</b>	2024
<a href="#">Mendocino Area Parks Association</a>	CA	\$235,492	Vice President	\$34,994	<b>\$29,789</b>	2023
<a href="#">Ocmulgee National Park &amp; Preserve</a>	GA	\$234,575	Executive Di	\$76,000	<b>\$75,332</b>	2023
<a href="#">The Faribault Ice Arena Association</a>	MN	\$233,841	President	\$34,257	<b>\$33,369</b>	2023

**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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 41 organizations. Compensation range \$875–\$188,362; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$300,825); for reference, expenses \$224,715 and assets \$825,940.

ROLE MATCH	Patricia Loosen, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	54 <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 (Patricia Loosen) 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 41 similarly situated organizations (Same NTEE sector (N32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,520 is reasonable (approximately the 56<sup>th</sup> 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.