

Blackduck Volunteer Fireman's

Executive Director / CEO

EIN 411394374

MN · NTEE Y30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terry Frenzel, Executive Director / CEO** (\$449) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Terry Frenzel — 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 (Y30).

BUDGET Total revenue between \$54,502 and \$122,020 — 0.67x to 1.50x the subject's \$81,347 (the band tightens as size grows).

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

83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$525

\$1,485

\$5,487

\$15,241

\$56,082

\$449



■ 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 MN 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
Deming Water Association	WA	\$80,750	President	\$500	\$440	2024
The Amt Health Benefits Trust	VA	\$79,661	President	\$55,862	\$53,020	2024
Middle Creek Cemetery Association Inc	TN	\$79,467	Secretary	\$12,500	\$13,297	2023
Jernberg Steelworkers Retiree Health	PA	\$79,448	Committee Member	\$1,000	\$980	2024
Charture Institute	WY	\$78,721	Executive Di	\$60,000	\$63,157	2024
Rockville Firemens Relief Association	MN	\$83,987	President	\$200	\$194	2024
Walnut Grove Cemetery	OH	\$77,574	President	\$447	\$479	2023
Ivanhoe Firemens Relief Association	MN	\$85,281	Gambling Man	\$11,695	\$11,359	2024
Knights Templar Of The United States Of America	IL	\$77,407	Grand Recorder	\$6,000	\$5,649	2025
Hawaii Medical Service Association	HI	\$75,783	Trustee	\$113,199	\$99,624	2024
Independent Royal Arch Lodge No 2	NY	\$87,003	Secretary	\$1,800	\$1,599	2024
West Lambert Water Association	MS	\$75,064	Secretary	\$14,528	\$15,495	2025
Harmony Cemetery Corporation	MA	\$73,747	Clerk	\$2,995	\$2,646	2024
Sheffield Cemetery Association	PA	\$88,963	Sexton	\$6,101	\$6,157	2023
Japanese Mutual Aid Society Of Chicago	IL	\$89,085	Executive Director	\$8,000	\$7,731	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stratford Corporation	OH	\$73,388	Business Manager	\$85,805	\$87,033	2025
Free & Accepted Masons	TN	\$73,365	Treasurer	\$3,300	\$3,409	2024
B C And T Local 334 Retiree Health Plan	ME	\$73,205	Trustee	\$12,000	\$11,507	2025
Swedish Cemetery Inc	CT	\$72,764	Caretaker	\$1,225	\$1,129	2024
Blueberry Aerie 4090 Foe	MI	\$89,983	Secretary	\$1,182	\$1,199	2024
Bluff Dale Water Supply Corporation	TX	\$90,859	Secretary/tr	\$10,370	\$10,196	2024
St Augusta Firefighters Relief	MN	\$71,550	President	\$100	\$97	2024
Washington Lodge 17 Fop	PA	\$70,323	President	\$595	\$600	2023
Paynes Water Association Inc	MS	\$92,428	Meter Reader	\$5,400	\$5,912	2024
Mumford Rural Cemetery Association	NY	\$92,598	President	\$6,000	\$5,487	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 83 organizations. Compensation range \$78–\$145,264; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$81,347); for reference, expenses \$8,205 and assets \$644,849. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Terry Frenzel, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	7 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 (Terry Frenzel) 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 83 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$449 is reasonable (approximately the 7th 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.