

Faribault Hockey Association

Executive Director / CEO

EIN 411568271

MN · NTEE N60

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rick Caron, Executive Director / CEO** (\$9,035) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

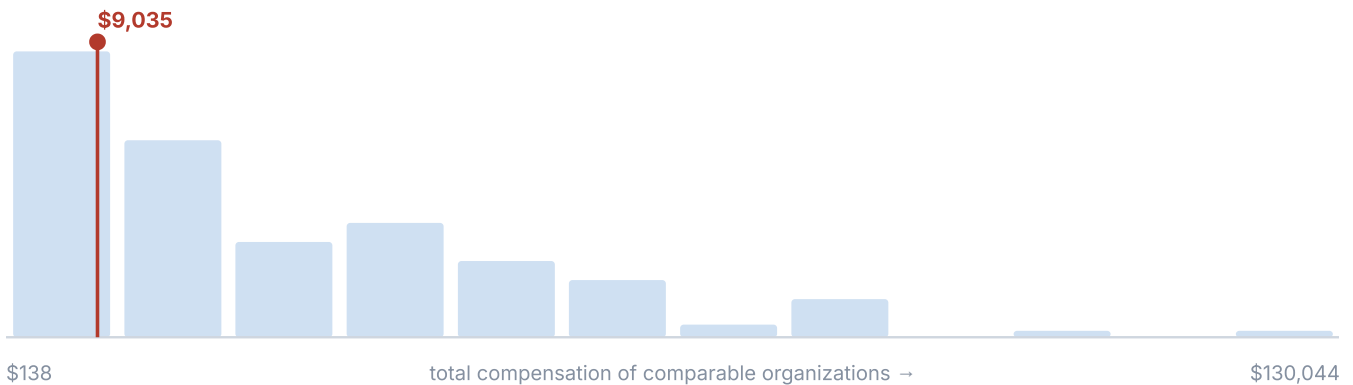
Benchmarked executive: Rick Caron — reported title “GAMBLING MAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$142,085 and \$318,102 — 0.67x to 1.50x the subject's \$212,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,620	\$8,140	\$18,319	\$41,775	\$58,974	\$9,035
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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 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
Acceleration Volleyball	MN	\$211,763	President	\$8,078	\$8,078	2023
Harvard Athletic Association Inc	MA	\$212,409	Former Treas	\$1,762	\$1,602	2023
Spiketown Inc	OH	\$211,284	President	\$7,926	\$8,253	2024
Bemidji Wrestling Club	MN	\$212,928	Gambling Man	\$22,500	\$21,291	2025
Ivy League Youth Sports Academy	NE	\$210,787	Ceo	\$123,000	\$130,044	2024
Roseville Figure Skating Club	MN	\$214,589	Vice Preside	\$2,000	\$1,893	2025
The Oc Marathon Foundation	CA	\$215,122	Executive Dir.	\$33,000	\$28,011	2024
Leech Lake Area Amateur Hockey	MN	\$208,816	Board Membergambling Manager	\$21,087	\$20,482	2024
Mountain Monsters Volleyball Club	WV	\$208,074	Co-director	\$18,050	\$19,211	2024
Ohio Association Of Track	OH	\$207,802	President	\$500	\$521	2024
South Bend Cubs Foundation Inc	IN	\$207,459	Exec Director	\$5,500	\$5,870	2023
Girls On The Run Of Eastern Iowa	IA	\$207,166	Executive Dir.	\$54,282	\$56,919	2025
Idaho Youth Sports Commission Inc	ID	\$217,026	Executive Dir.	\$40,000	\$41,828	2024
Ballard Football Club Foundation	WA	\$206,398	Director	\$13,628	\$11,994	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hermantown Youth Soccer Assn Inc	MN	\$218,038	Board/gambli	\$24,358	\$23,659	2024
Club South Volleyball	WA	\$205,237	Director	\$16,216	\$14,272	2024
Sport Disciple	MD	\$204,529	Director/president	\$43,000	\$39,517	2024
Bison Wrestling Club	ND	\$219,622	Head Coach	\$15,609	\$17,336	2023
College Park Tumbleweeds Gymnastics Inc	GA	\$204,336	President & Ceo	\$5,000	\$4,942	2024
Raise The Bar Initiative	IA	\$204,240	President	\$17,800	\$18,665	2025
Sons Of Thunder Academy	CO	\$219,944	Club Manager	\$46,042	\$44,680	2023
Gowags Teams Inc	PA	\$220,662	Vice President	\$2,520	\$2,471	2024
Asheville-biltmore Volleyball Academy And Youth Athletic Associa	NC	\$202,788	President/exec Dir	\$26,069	\$26,478	2024
Responsible Athletes Program	CA	\$221,565	Director	\$41,484	\$35,213	2024
Western Maryland Lacrosse Officials Association Inc	MD	\$221,638	President	\$150	\$138	2024

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 **140** organizations. Compensation range \$138–\$130,044; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$212,068); for reference, expenses \$225,193 and assets \$277,386.
ROLE MATCH	Rick Caron, reported title " <i>GAMBLING MAN</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	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	28 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	28 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 (Rick Caron) 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 140 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,035 is reasonable (approximately the 28th 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.