

Tamarack Sno-flyers Inc

Executive Director / CEO

EIN 411655015

MN · NTEE N680

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **Fred Neumann, Executive Director / CEO** (\$2,265) against **every comparable organization** that fit the selection criteria — **358** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Fred Neumann — 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 (N680).
BUDGET	Total revenue between \$91,631 and \$205,146 — 0.67x to 1.50x the subject's \$136,764 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

358 organizations qualified on sector, size, and geography → **358** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,067	\$6,416	\$19,332	\$40,082	\$61,900	\$2,265
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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
Sacred Heart Society Of Medina Ny Inc	NY	\$136,690	Financial Secretary	\$18,296	\$16,300	2025
Sc Unit 16 Inc	MI	\$136,915	Director & President	\$192,627	\$196,029	2025
Chautauqua Lake Community Sailing	NY	\$136,511	Instructor	\$66,000	\$62,139	2023
Grand River Entertainment	MO	\$136,482	General Manager/director	\$2,500	\$2,680	2024
Lower Pottsgrove Sportsmans Association	PA	\$137,253	Associate Treas	\$2,750	\$2,775	2024
Republic Athletic Booster Club	MO	\$136,242	President	\$5,000	\$5,221	2025
The Kentucky State Police Foundation Inc	KY	\$135,860	Executive Director	\$77,415	\$84,173	2024
Southern Eagle Football Officials	GA	\$135,776	President	\$1,000	\$1,018	2024
Fort Hope Inc	CA	\$137,759	President	\$37,000	\$33,289	2023
Coronado Athletic Club Inc	AZ	\$135,741	President	\$6,000	\$5,689	2025
John Jay Youth Lacrosse	NY	\$135,439	President	\$8,000	\$7,316	2024
Aberdeen Family Y Foundation Inc	SD	\$135,191	Ceo	\$8,176	\$9,132	2024
Slo Baseball Alliance Foundation Inc	CA	\$134,539	President	\$52,500	\$44,697	2025
No Limits Lacrosse Corporation	FL	\$139,053	President	\$57,400	\$56,183	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sac Area Sports Inc	CA	\$134,383	President	\$20,000	\$17,478	2024
Aloha Section Pga Foundation	HI	\$133,816	Executive Director	\$7,597	\$6,883	2024
Great Lakes Regional Field Hockey	MI	\$139,734	Executive Di	\$45,000	\$47,006	2024
Greater Hamilton Homes Inc	MD	\$133,766	Treasurer	\$28,731	\$27,184	2024
Monroe County Education Foundation Inc	WV	\$133,506	Administrator	\$19,210	\$21,671	2023
Mighty Penguins Sled Hockey	PA	\$140,127	Executive Director	\$15,000	\$15,138	2024
Bc Junior Lancers Basketball Inc	WI	\$140,417	Director	\$10,000	\$10,569	2024
Miller Heights Independent Citizens Club	PA	\$140,503	Club Manager	\$28,104	\$29,201	2023
The Smartplay	AL	\$140,766	Executive Director	\$65,000	\$71,067	2024
His Haven Ranch Co	MN	\$131,994	Operations O	\$39,603	\$39,603	2024
Amvets Post #293 Home Association	PA	\$141,806	Manager	\$51,494	\$50,630	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 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 **358** organizations. Compensation range \$134–\$343,568; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$136,764); for reference, expenses \$136,484 and assets \$592,794.
ROLE MATCH	Fred Neumann, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	11 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 (Fred Neumann) 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 358 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,265 is reasonable (approximately the 11th 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.