

Eden Prairie Figure Skating Club

Executive Director / CEO

EIN 411794670

MN · NTEE N700

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Houston, Executive Director / CEO** (\$2,436) against **every comparable organization** that fit the selection criteria — **19** 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

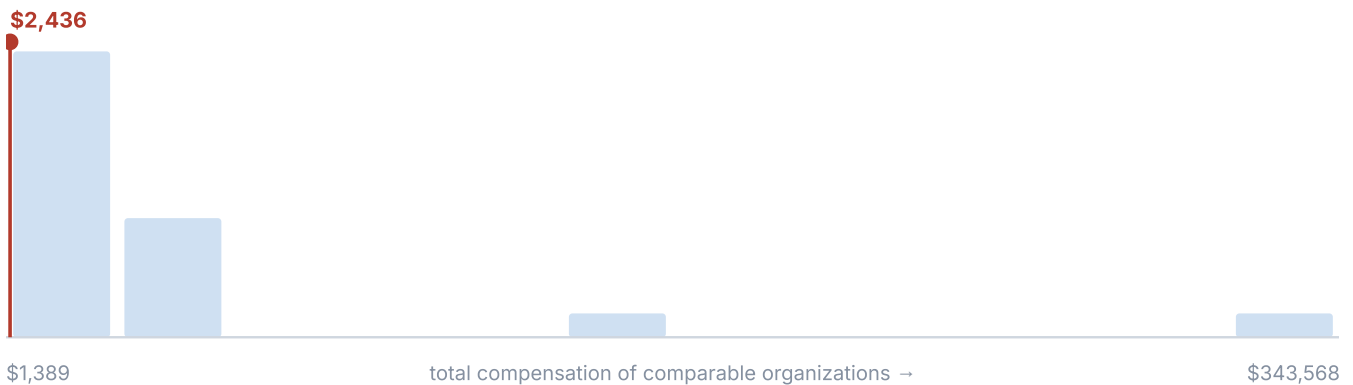
Benchmarked executive: Chris Houston — reported title “Director Coach Representati”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N700).
BUDGET	Total revenue between \$96,294 and \$215,584 — 0.67x to 1.50x the subject's \$143,723 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,643	\$6,796	\$20,417	\$32,956	\$72,154	\$2,436
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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
Glenn D Loucks Memorial	NY	\$146,799	Corresponding Secretary	\$3,000	\$2,825	2023
Usa Gymnastics Region 3	TX	\$157,580	Director	\$29,707	\$30,074	2024
Greater Central Ct Usbc	CT	\$125,379	Association	\$12,000	\$11,093	2025
Umar Boxing Program Inc	MD	\$122,717	President & Treasurer	\$28,080	\$26,568	2024
Houston Golf Association Inc	TX	\$171,707	President & Ceo	\$329,641	\$343,568	2023
Greater Tampa Bowling Associat	FL	\$114,727	President	\$1,500	\$1,389	2025
The Dipsea Race Foundation	CA	\$113,824	Executive Dir.	\$17,000	\$14,856	2024
Greater Pittsburgh Usbc	PA	\$111,650	Current Assoc Mgr	\$36,000	\$35,396	2025
Midwestern-united States Swimming	NE	\$180,941	Secretary - Non Voting	\$28,035	\$30,516	2024
Bike Walk Tennessee	TN	\$181,443	Executive Di	\$35,332	\$37,586	2024
United States Bowling Congress	SC	\$98,875	Association Manager	\$8,927	\$9,182	2025
Fort Wayne Metro Usbc Inc	IN	\$190,297	Former Ass.	\$20,817	\$22,217	2024
Reno Tahoe Winter Games Coalition Inc	NV	\$201,869	Chief Executive Officer	\$47,677	\$48,365	2024
North Carolina State	NC	\$202,153	President	\$1,833	\$1,917	2024
Charleston West Virginia Sports Council Inc	WV	\$204,439	Director	\$18,633	\$20,417	2024
North Shore Volleyball Club	OH	\$206,045	Director/tru	\$4,000	\$4,414	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wyoming State Usbc	WY	\$206,340	Association Manager	\$5,000	\$5,279	2025
Berks County Interscholastic Athletic	PA	\$207,743	Executive Director	\$8,000	\$8,312	2023
North Carolina Organizing Committee	NC	\$210,160	Chairman	\$160,000	\$167,311	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 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	19 organizations. Compensation range \$1,389–\$343,568; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$143,723); for reference, expenses \$166,144 and assets \$63,565.
ROLE MATCH	Chris Houston, reported title " <i>Director Coach Representati</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	11th

BASIS	SUBJECT PERCENTILE
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 (Chris Houston) 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 19 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,436 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.