

The Faribault Ice Arena Association

Executive Director / CEO

EIN 411822463

MN · NTEE N32N

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Paul Froman, Executive Director / CEO** (\$34,257) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

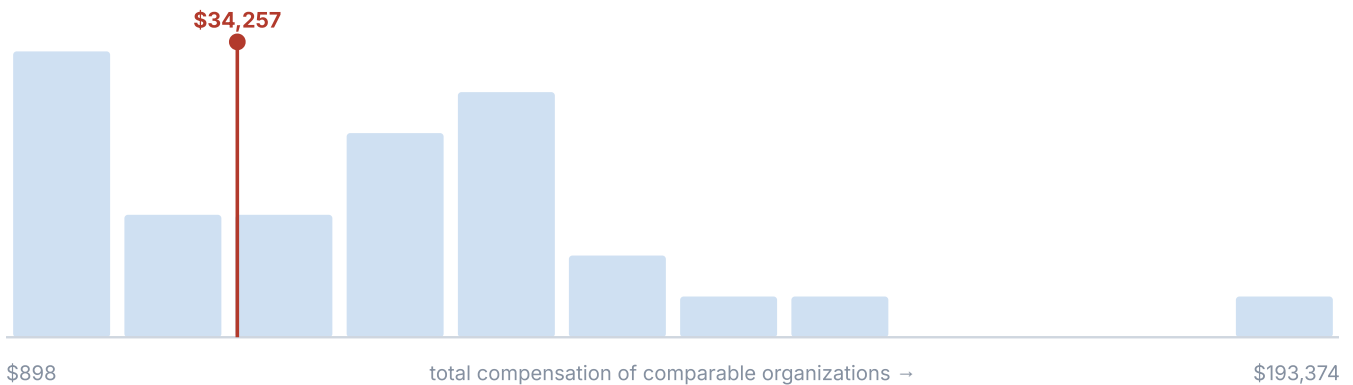
Benchmarked executive: Paul Froman — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N32N).
BUDGET	Total revenue between \$156,673 and \$350,761 — 0.67x to 1.50x the subject's \$233,841 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N32), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,550	\$18,624	\$58,279	\$77,336	\$94,120	\$34,257
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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
Ocmulgee National Park & Preserve	GA	\$234,575	Executive Di	\$76,000	\$77,336	2023
Mendocino Area Parks Association	CA	\$235,492	Vice President	\$34,994	\$30,581	2023
David Allen Memorial Ballpark Inc	OK	\$236,278	Executive Director	\$97,000	\$104,994	2024
Los Angeles River State Park Partners	CA	\$239,039	Executive Director	\$73,376	\$64,123	2023
Ranger Snowmobile Atv Club Inc	MN	\$240,822	President	\$1,225	\$1,225	2023
Montana Skatepark Association	MT	\$246,471	President	\$7,500	\$8,182	2023
Grand Rapids Whitewater Inc	MI	\$247,817	President/ce	\$185,120	\$193,374	2023
Montana State Parks Foundation	MT	\$210,237	Executive Director	\$77,241	\$79,736	2025
Lititz Springs Park Inc	PA	\$258,164	Treasurer	\$916	\$898	2024
Friends Of The Fort Collins Bicycle Program Inc	CO	\$200,330	Executive Director Until 91	\$65,393	\$63,458	2023
Challis Golf And Recreation Association	ID	\$200,019	Clubhouse Mgr	\$15,879	\$16,604	2024
Scott Community Golf Course Inc	KS	\$270,783	Employee	\$55,312	\$60,474	2023
Parkway Council Foundation	PA	\$271,602	Executive Di	\$115,000	\$116,062	2023
Club Mesabi Inc	MN	\$195,410	Executive Director	\$60,000	\$58,279	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mccoy Farm And Gardens	TN	\$274,627	Employee Executive Director	\$75,000	\$77,495	2024
Friends Of Jackson Park	CA	\$192,511	Executive Director	\$45,325	\$38,473	2024
American Academy For Park And	WA	\$277,983	Executive Di	\$17,307	\$15,231	2024
Spirit Of Columbia Gardens Carousel	MT	\$186,377	Vice President	\$31,570	\$33,452	2024
White Rock Lake Conservancy Inc	TX	\$182,378	Director	\$45,000	\$44,249	2024
Downtown San Diego Public Spaces	CA	\$296,290	President And Ceo	\$8,270	\$7,020	2024
Santa Barbara County Trails Council	CA	\$299,723	Executive Director	\$60,000	\$50,929	2024
Friends Of Wisconsin State Parks Inc	WI	\$300,825	Executive Director	\$68,520	\$70,343	2024
Tahoe-pyramid Trail Inc	NV	\$304,263	Executive Dir.	\$69,428	\$68,409	2024
World Trails Network - Hub For The Americas	NH	\$305,579	Chair	\$5,000	\$4,672	2023
High Peaks Alliance	ME	\$314,954	Executive Di	\$86,440	\$87,597	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 29 organizations. Compensation range \$898–\$193,374; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$233,841); for reference, expenses \$299,848 and assets \$1,129,905.
ROLE MATCH	Paul Froman, reported title " <i>PRESIDENT</i> ", 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	1 peer 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	38 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	34 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 (Paul Froman) 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 10, 2026, comparing compensation against 29 similarly situated organizations (Same NTEE sector (N32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,257 is reasonable (approximately the 38th 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 10, 2026.