

# Minnesota Firearms Association

Executive Director / CEO

EIN 463263485

MN · NTEE M40

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Ben Dorr, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Ben Dorr — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (M40).

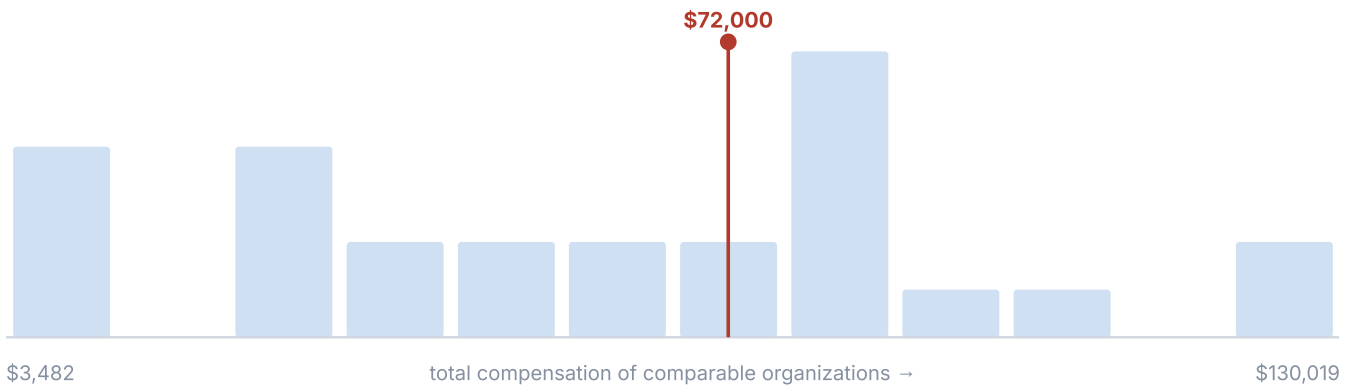
**BUDGET** Total revenue between \$252,314 and \$564,883 — 0.67x to 1.50x the subject's \$376,589 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (M40), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,868	\$30,148	\$63,874	\$82,315	\$96,666	\$72,000
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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
<a href="#">Missing Kid Alert Db Gateway For Kids</a>	MI	\$370,048	Director	\$124,469	<b>\$130,019</b>	2023
<a href="#">Thinkfirst Foundation</a>	IL	\$395,152	Executive Director	\$104,454	<b>\$100,944</b>	2024
<a href="#">Arklatex Safety Council Inc</a>	LA	\$395,212	Executive Director	\$50,000	<b>\$55,719</b>	2023
<a href="#">Tree Care Industry</a>	NH	\$356,090	Past Cfo	\$29,536	<b>\$26,809</b>	2024
<a href="#">Valley Splash Aquatics Inc</a>	CA	\$401,774	Ceo	\$108,843	<b>\$92,388</b>	2024
<a href="#">Safe 2 School</a>	CA	\$344,963	Executive Dir.	\$86,771	<b>\$73,653</b>	2024
<a href="#">Bike Utah</a>	UT	\$414,065	Co Exec. Dir	\$85,373	<b>\$85,892</b>	2024
<a href="#">Sarpy County Safety Program Corporation</a>	NE	\$418,354	Treasurer	\$6,000	<b>\$6,531</b>	2023
<a href="#">Community911 Training Inc</a>	MA	\$418,434	President & Treasurer	\$48,166	<b>\$43,803</b>	2023
<a href="#">Los Gatos Monte Sereno Safe Routes</a>	CA	\$333,345	Executive Dir.	\$9,000	<b>\$7,442</b>	2025
<a href="#">National Center For Urban Operations Inc</a>	NY	\$330,379	Director	\$55,240	<b>\$50,517</b>	2023
<a href="#">Wyoming-montana Safety Council</a>	WY	\$318,143	Executive Director	\$78,074	<b>\$80,063</b>	2025
<a href="#">National Ohv Insurance &amp; Services</a>	WI	\$446,105	President	\$66,830	<b>\$70,635</b>	2023
<a href="#">Bikemore Inc</a>	MD	\$300,750	Executive Director	\$86,000	<b>\$79,035</b>	2024
<a href="#">Waterfront Education</a>	CA	\$275,021	President	\$13,513	<b>\$12,293</b>	2022
<a href="#">Greenville Area Parkinsons Society</a>	SC	\$271,642	Executive Director	\$81,000	<b>\$83,066</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brightside Foundation Inc</a>	KY	\$481,773	Ceo - Non Voting	\$36,333	<b>\$39,505</b>	2023
<a href="#">Behind The Scenes Foundation</a>	CT	\$485,902	Executive Di	\$130,197	<b>\$119,999</b>	2024
<a href="#">Nseaswim</a>	NC	\$490,765	Head Coach	\$65,142	<b>\$66,164</b>	2024
<a href="#">Community Alliance For Teen Safety</a>	NH	\$256,591	Executive Director	\$38,152	<b>\$34,629</b>	2024
<a href="#">Crashcourse Village Inc</a>	OH	\$496,878	Treasurer/secretary	\$27,733	<b>\$28,130</b>	2025
<a href="#">The West Central Montana Avalanche</a>	MT	\$253,739	Executive Dir.	\$71,680	<b>\$78,196</b>	2023
<a href="#">National Drowning Prevention</a>	CA	\$523,481	Executive Di	\$101,563	<b>\$86,208</b>	2024
<a href="#">American Bonanza Society Air Safety</a>	KS	\$536,628	Executive Director	\$26,982	<b>\$28,654</b>	2024
<a href="#">Latino Worker Safety Center</a>	IL	\$558,706	Executive Dir.	\$3,500	<b>\$3,482</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	26 organizations. Compensation range \$3,482–\$130,019; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$376,589); for reference, expenses \$375,668 and assets \$419,207.
ROLE MATCH	Ben Dorr, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	46 <sup>th</sup>

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 (Ben Dorr) 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 26 similarly situated organizations (Same NTEE sector (M40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 58<sup>th</sup> 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.