

Arctic Winter Games Team Alaska

Executive Director / CEO

EIN 920063696

AK · NTEE N7XZ

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Sarah Frampton, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **1325** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

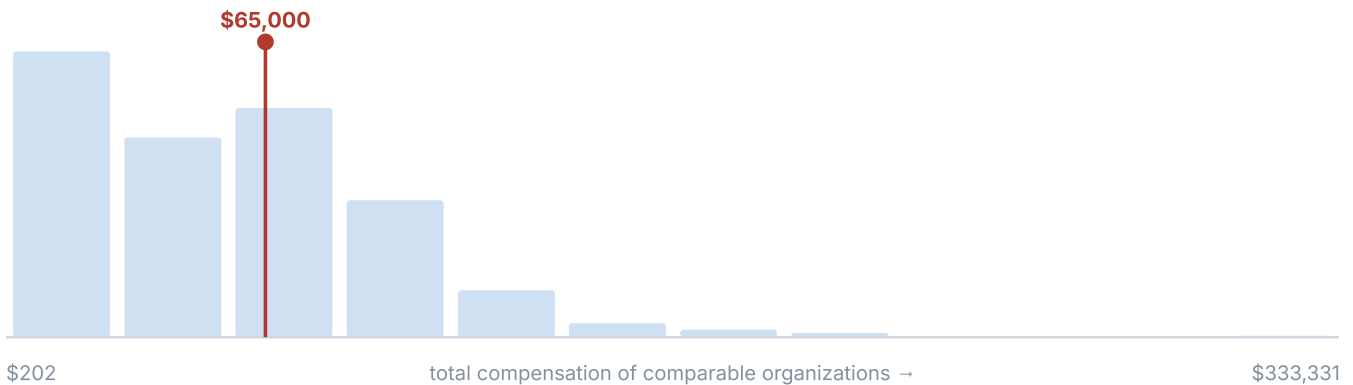
Benchmarked executive: Sarah Frampton — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N7XZ).
BUDGET	Total revenue between \$331,195 and \$741,481 — 0.67x to 1.50x the subject's \$494,321 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,325 organizations qualified on sector, size, and geography → **1,325** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,452	\$19,527	\$53,458	\$80,422	\$107,037	\$65,000
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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 AK 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
Penuel Inc	MO	\$494,104	Officer	\$65,160	\$72,187	2024
Papakolea Community Development	HI	\$494,613	Executive Dir.	\$92,356	\$86,488	2024
Friends Of The Front Range Wildlife	CO	\$493,884	Executive Di	\$55,110	\$55,273	2024
Russell Mill Swim And Tennis Club Inc	MA	\$493,844	President	\$1,150	\$1,113	2023
Pillar Foundation	TX	\$493,643	Executive Dir.	\$50,000	\$53,860	2023
Advantage Academy Inc	AR	\$493,419	Ceo	\$79,984	\$94,039	2024
Rising Stars World Soccer Inc	FL	\$495,462	Director	\$48,000	\$47,165	2024
The Common Wheel	PA	\$492,887	Executive D	\$74,404	\$79,902	2023
Methow Valley Community Center	WA	\$495,854	Former Executive Director	\$60,098	\$56,280	2024
Tahoe Junior Freeride Series	CA	\$495,865	Executive Dir.	\$66,985	\$62,288	2023
The Southern California High School	CA	\$496,025	President	\$106,000	\$95,739	2024
Boco Volleyball Athletic Club Corp	CO	\$492,571	Vice President	\$2,004	\$1,958	2025
Boca Hoops Inc	FL	\$496,102	Vp	\$15,000	\$14,739	2024
Cottonwood Football Club	UT	\$492,452	President	\$12,000	\$12,846	2024
Saints Soccer Academy	OR	\$496,234	President	\$101,100	\$101,104	2023
Capo Boxing Gym Inc	CA	\$492,230	President	\$52,000	\$48,354	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Scholastic Archery Association	KY	\$491,886	Executive Director	\$82,110	\$98,892	2022
Southern California Intercollegiate	CA	\$491,864	Executive Director	\$123,768	\$115,089	2023
Burke River Trail Association	NC	\$491,684	Executive Director	\$45,000	\$47,381	2025
Tre & Associates Inc	NY	\$497,110	President	\$19,421	\$18,356	2024
Heartland Collegiate Athletic Conference	IN	\$491,206	Commissioner	\$122,587	\$139,212	2023
The Oakdale Athletic	MN	\$491,120	Gambling Man	\$84,443	\$89,853	2023
Miracle League Of Arizona	AZ	\$490,888	Director	\$86,806	\$87,321	2024
Cascade Soccer Club	WA	\$490,773	Director	\$47,951	\$44,904	2024
Chicagoland Usbc Association	IL	\$490,587	Association Mgr	\$63,672	\$65,475	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 1325 organizations. Compensation range \$202–\$333,331; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$494,321); for reference, expenses \$189,408 and assets \$472,283. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Sarah Frampton, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	61 st
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	59 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 (Sarah Frampton) 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 13, 2026, comparing compensation against 1325 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 61st 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 13, 2026.