

Bpoe Elks Point Pleasant Lodge 1698

Executive Director / CEO

EIN 210611988

NJ · NTEE Y41

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Helen Mcdermott, Executive Director / CEO** (\$7,548) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Helen Mcdermott — reported title "SECRETARY", 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 (Y41).
BUDGET	Total revenue between \$212,077 and \$474,801 — 0.67x to 1.50x the subject's \$316,534 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

191 organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,559	\$4,834	\$18,269	\$44,130	\$95,310	\$7,548
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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 NJ 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
Masonic Charity Foundation	NM	\$316,334	Secretary	\$9,062	\$11,206	2024
Oregon State Association Of County	OR	\$316,145	Secretary/tr	\$1,500	\$1,602	2024
International Foundation For	IL	\$317,314	Managing Dir	\$133,900	\$151,340	2024
Rose Memorial Park Cemetery	LA	\$314,151	General Manager	\$17,107	\$22,296	2023
New Jersey Transit Police Pba	NJ	\$319,188	President	\$4,046	\$4,276	2023
Durham Firefighters Supplemental Retirement System	NC	\$313,714	Treasurer	\$4,548	\$5,263	2025
Sons Of Italy In America	MA	\$313,481	Trustee	\$6,500	\$6,715	2024
Utah Chiefs Of Police Association	UT	\$313,293	Executive Director	\$34,532	\$39,585	2025
Kentucky Health Cooperative Inc	VA	\$319,984	Senior Accountant	\$132,055	\$146,587	2024
Csm George Brodsky Memorial Post 10127	FL	\$320,901	Quartermaster	\$14,400	\$15,552	2024
Benevolent & Protective Order Of Elks	OH	\$321,435	Secretary	\$9,225	\$11,233	2024
Mountain Grove Cemetery-easton Inc	CT	\$323,969	Director	\$250	\$277	2023
Sunnyside Cemetery Association	WI	\$324,596	Trustee/sexton	\$29,837	\$34,901	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rosemount Fire Relief Association	MN	\$324,775	President	\$800	\$909	2024
Baptist Community Affordable	TX	\$325,241	Hpcmf President	\$82,877	\$95,310	2024
Ichabod Crane Teachers Association	NY	\$325,866	Membership/benefits Coordinator	\$1,584	\$1,694	2023
Nreca Post-employment Health Reimbursement	VA	\$304,180	Cfo	\$90,364	\$103,271	2023
The Putnam County Society For The Prevention Of Cruelty To Animals Inc	NY	\$304,067	President	\$38,400	\$39,892	2024
Independence Fraternal Order Of Police L	MO	\$303,742	President	\$4,223	\$5,143	2024
Insurance Society Of Philadelphia	NJ	\$303,545	Executive Director	\$50,000	\$52,839	2023
Little Falls Fire Relief Association	MN	\$303,311	President	\$500	\$568	2024
Sunrise Christian Hoops Foundation Inc	KS	\$302,639	Ceo	\$36,000	\$43,560	2025
Fraternal Order Of Eagles	NE	\$301,594	Secretary	\$6,162	\$7,423	2025
Tri-county Farmers Mutual Ins	MT	\$332,208	President	\$1,600	\$1,982	2024
Police Officers Association Of	MI	\$333,252	President	\$45,930	\$54,502	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ cost of living and 2025 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 NJ 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	191 organizations. Compensation range \$104–\$1,592,357; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$316,534); for reference, expenses \$300,707 and assets \$417,441.
ROLE MATCH	Helen Mcdermott, reported title "SECRETARY", 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	31 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	37 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	36 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 (Helen Mcdermott) 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 191 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$7,548 is reasonable (approximately the 37th 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.