

# Free And Accepted Masons Of Ca Maya 793

Executive Director / CEO

EIN 237573565  
 CA · NTEE Y42  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Francisco Mascarenas, Executive Director / CEO** (\$10,790) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Francisco Mascarenas — 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 (Y42).
BUDGET	Total revenue between \$104,786 and \$234,597 — 0.67x to 1.50x the subject's \$156,398 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

**148** organizations qualified on sector, size, and geography → **148** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$680	\$2,467	\$12,585	\$32,529	\$60,717	<b>\$10,790</b>
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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 CA 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="#">Mississippi Workers Compensation</a>	MS	\$156,980	Executive Director	\$88,812	<b>\$111,264</b>	2024
<a href="#">Acton Cemetery Inc</a>	TX	\$155,556	Secretary/tr	\$12,000	<b>\$13,901</b>	2023
<a href="#">Benv &amp; Protective Order Of Elks 310</a>	ID	\$157,838	Secretary	\$9,500	<b>\$11,075</b>	2025
<a href="#">South Kamas Irrigation Company</a>	UT	\$154,509	Secretary	\$10,630	<b>\$12,238</b>	2024
<a href="#">2828 Corbett Inc</a>	OR	\$159,000	President & Ceo	\$51,115	<b>\$53,395</b>	2024
<a href="#">Masonic Charities Of Maryland Inc</a>	MD	\$152,882	Grand Secretary	\$9,099	<b>\$9,851</b>	2023
<a href="#">Oakwood Cemetery Association</a>	WI	\$160,126	President	\$300	<b>\$352</b>	2024
<a href="#">Sdsu Foundation Health Veba Plan For</a>	CA	\$152,605	Trustee	\$75,573	<b>\$75,573</b>	2023
<a href="#">St Joseph Volunteer Fire Department</a>	MN	\$160,570	President	\$300	<b>\$333</b>	2024
<a href="#">Salisbury Township Volunteer Fireman's</a>	PA	\$160,691	President	\$550	<b>\$635</b>	2023
<a href="#">American Legion</a>	AZ	\$152,104	Bartender	\$7,830	<b>\$8,721</b>	2023
<a href="#">Benevolent &amp; Protective Order Of</a>	AL	\$161,081	Treasurer	\$5,200	<b>\$6,157</b>	2025
<a href="#">Fraternal Order Of Eagles 1502</a>	WI	\$161,760	Secretary	\$1,836	<b>\$2,156</b>	2024
<a href="#">Gaines Trace Water District</a>	MS	\$150,924	President	\$396	<b>\$484</b>	2025
<a href="#">Oxford Cemetery Association</a>	PA	\$162,842	Secretary	\$24,730	<b>\$28,560</b>	2023
<a href="#">Long Branch Policemen's Benevolent</a>	NJ	\$162,945	President	\$1,400	<b>\$1,448</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chestnut Hill Cemetery Assn</a>	NY	\$149,264	Caretaker	\$23,637	<b>\$24,026</b>	2024
<a href="#">Milton-freewater Oregon Lodge 2146 Benevolent Protective Order Of Elks</a>	OR	\$148,972	Secretary	\$13,500	<b>\$13,739</b>	2025
<a href="#">Sheet Metal Workers Union Local 29</a>	KS	\$147,989	Chairman	\$53,991	<b>\$65,611</b>	2024
<a href="#">Broad Run Baptist Cemetery Association</a>	WV	\$147,810	Vice Chairman	\$5,200	<b>\$6,333</b>	2024
<a href="#">Granada Water Association</a>	CO	\$165,084	Secr Treas	\$16,900	<b>\$18,228</b>	2024
<a href="#">Montana State Elks Association Llc</a>	MT	\$165,106	Treasurer	\$2,000	<b>\$2,363</b>	2025
<a href="#">New Escalante Irrigation Company</a>	UT	\$147,158	President	\$500	<b>\$593</b>	2023
<a href="#">Boston Public School Teachers Retirement</a>	MA	\$145,473	Secretary	\$22,439	<b>\$22,681</b>	2024
<a href="#">Shelby Owls Club Nest 2553 Inc</a>	OH	\$145,274	Secretary/tr	\$29,120	<b>\$34,694</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 148 organizations. Compensation range \$90–\$301,498; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$156,398); for reference, expenses \$85,553 and assets \$4,051,468. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Francisco Mascarenas, 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	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	45 <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 (Francisco Mascarenas) 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 148 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,790 is reasonable (approximately the 45<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 9, 2026.