

Knights Templar Of The United States Of America

Executive Director / CEO

EIN 361332155

IL · NTEE Y40

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mark Keagle, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Mark Keagle — reported title “Grand Recorder”, 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 (Y40). |
| BUDGET | Total revenue between \$51,862 and \$116,110 — 0.67x to 1.50x the subject's \$77,407 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue. |

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------------------|------------------------|--------------------------|-------------------------|-------------------------|-----------------------------------|
| \$533 10TH | \$1,443 25TH | \$4,816 MEDIAN | \$15,535 75TH | \$40,400 90TH | \$6,000 THIS ORG · 53RD |
|----------------------|------------------------|--------------------------|-------------------------|-------------------------|-----------------------------------|



■ 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 IL 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 |
|---|-------|----------|------------------|-----------------|------------------|------|
| Walnut Grove Cemetery | OH | \$77,574 | President | \$447 | \$509 | 2023 |
| Charture Institute | WY | \$78,721 | Executive Di | \$60,000 | \$67,082 | 2024 |
| Hawaii Medical Service Association | HI | \$75,783 | Trustee | \$113,199 | \$105,816 | 2024 |
| Jernberg Steelworkers Retiree Health | PA | \$79,448 | Committee Member | \$1,000 | \$1,041 | 2024 |
| Middle Creek Cemetery Association Inc | TN | \$79,467 | Secretary | \$12,500 | \$14,124 | 2023 |
| The Amt Health Benefits Trust | VA | \$79,661 | President | \$55,862 | \$56,315 | 2024 |
| West Lambert Water Association | MS | \$75,064 | Secretary | \$14,528 | \$16,458 | 2025 |
| Deming Water Association | WA | \$80,750 | President | \$500 | \$467 | 2024 |
| Harmony Cemetery Corporation | MA | \$73,747 | Clerk | \$2,995 | \$2,810 | 2024 |
| Blackduck Volunteer Fireman's | MN | \$81,347 | President | \$449 | \$476 | 2023 |
| Stratford Corporation | OH | \$73,388 | Business Manager | \$85,805 | \$92,441 | 2025 |
| Free & Accepted Masons | TN | \$73,365 | Treasurer | \$3,300 | \$3,621 | 2024 |
| B C And T Local 334 Retiree Health Plan | ME | \$73,205 | Trustee | \$12,000 | \$12,222 | 2025 |
| Swedish Cemetery Inc | CT | \$72,764 | Caretaker | \$1,225 | \$1,199 | 2024 |
| St Augusta Firefighters Relief | MN | \$71,550 | President | \$100 | \$104 | 2024 |
| Rockville Firemens Relief Association | MN | \$83,987 | President | \$200 | \$206 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|----------|--------------------|-----------------|-----------------|------|
| Washington Lodge 17 Fop | PA | \$70,323 | President | \$595 | \$638 | 2023 |
| Jewish Cemetery Association Of Greater Waterbury Inc | CT | \$70,081 | Executive Director | \$11,000 | \$11,087 | 2023 |
| St John's Cemetery At Springfield | DE | \$69,714 | Treasurer | \$1,200 | \$1,227 | 2024 |
| Hayes Lemmerz Non-union Retiree | IL | \$69,654 | Chairperson | \$4,000 | \$4,106 | 2024 |
| The Cemetery Corporation | SC | \$69,578 | Secretary | \$20,642 | \$23,148 | 2023 |
| Ivanhoe Firemens Relief Association | MN | \$85,281 | Gambling Man | \$11,695 | \$12,065 | 2024 |
| Rising Sun Cemetery Association | IN | \$69,157 | Superintendent | \$37,440 | \$41,224 | 2024 |
| Hopewell Cemetery | AL | \$69,049 | Secretary | \$29,414 | \$34,158 | 2023 |
| Law Enforcement Alliance Of | CT | \$68,743 | President | \$2,500 | \$2,447 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 83 organizations. Compensation range \$83–\$154,292; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$77,407); for reference, expenses \$84,002 and assets \$1,049,050.

ROLE MATCH Mark Keagle, reported title "*Grand Recorder*", 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 | 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 10 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 | 53 rd |
| Total compensation (D + F), as reported (no adjustments) | 54 th |
| Reportable pay only (column D), adjusted | 60 th |
| All sources (D + E + F), adjusted | 53 rd |

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 (Mark Keagle) 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 83 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 53rd 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.