

Fraternal Order Of Eagles

Executive Director / CEO

EIN 381918622

MI · NTEE Y40

FY ending 2024-05-31

June 10, 2026

This analysis benchmarks the total compensation of **Rob Ritz, Executive Director / CEO** (\$145) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Rob Ritz — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Y40).

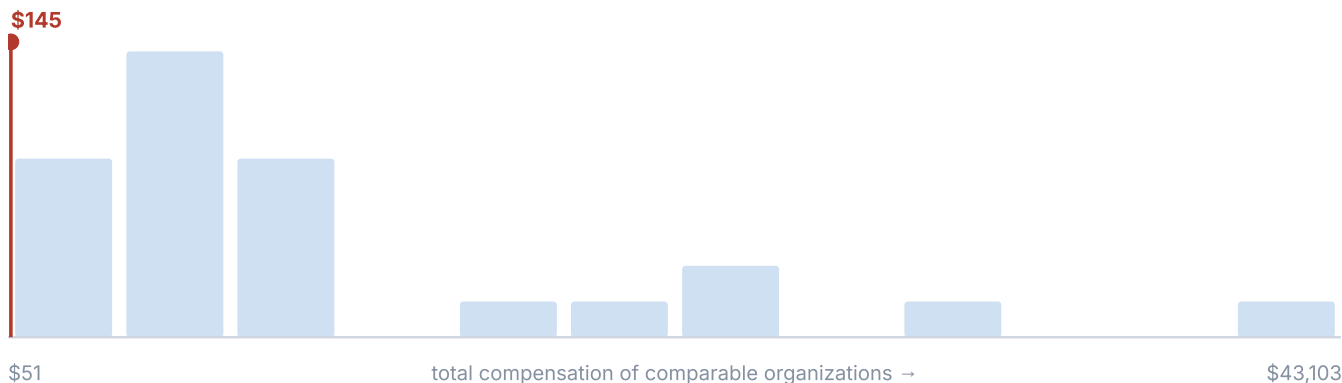
BUDGET Total revenue between \$298,038 and \$667,249 — 0.67x to 1.50x the subject's \$444,833 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Y40), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,485	\$3,940	\$5,921	\$11,690	\$23,120	\$145
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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 MI 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
Benevolent & Protective Order Of Elks	NH	\$439,214	Secretary	\$4,000	\$3,486	2025
Eastern Star Charity Foundation Of	CT	\$450,752	President	\$300	\$265	2025
Fraternal Ord Of Eagles 4218 Aerie	VT	\$435,209	Trustee	\$24,612	\$23,382	2025
Benevolent And Protective Order Of Elks Of The Usa 30 New Orleans	LA	\$425,536	Secretary	\$3,900	\$4,053	2025
New York Veteran Police Association Inc	NY	\$415,313	Director	\$18,880	\$17,017	2023
Benevolent & Protective Order Of	OH	\$408,917	Secretary	\$4,000	\$3,999	2025
Fraternal Order Of Eagles (3994 Aerie)	MA	\$487,787	Secretary	\$4,320	\$3,761	2024
Benevolent & Protective Order Of Elks Rotterdam #2157	NY	\$399,547	Secretary	\$5,200	\$4,435	2025
International Association Of	NC	\$384,320	Secretary	\$20,833	\$20,855	2024
Fraternal Order Of Eagles 162	AK	\$365,797	Trustee	\$6,032	\$5,587	2024
Benevolent & Protective Order Of	NY	\$532,442	Trustee	\$9,072	\$7,737	2025
Benevolent & Protective Order Of	CT	\$353,017	Secretary	\$8,000	\$7,267	2024
Colonial Heights Moose Lodge 1783	VA	\$342,540	Administrator	\$24,700	\$22,510	2025
Fraternal Order Of Eagles	WA	\$341,334	Secretary	\$11,731	\$9,914	2025
Big Walnut Aerie Number 3261 Fraternal Order Of Eagles	OH	\$552,920	Aerie Secretary	\$4,820	\$4,819	2025
Putnam Lodge Of Elks #574	CT	\$336,541	Secretary	\$4,000	\$3,540	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Benevolent & Protective Order Of Elks	CA	\$334,385	Secretary	\$750	\$627	2024
Benevolent & Protective Order Of Elks	OH	\$321,435	Secretary	\$9,225	\$9,466	2024
Masonic Charity Foundation	NM	\$316,334	Secretary	\$9,062	\$9,443	2024
Most Worshipful Prince Hall Grand Lodge Free And Accepted Masons Of	TX	\$580,361	Glo Manager	\$32,000	\$30,213	2025
Independence Fraternal Order Of Police L	MO	\$303,742	President	\$4,223	\$4,333	2024
Fraternal Order Of Eagles	NE	\$301,594	Secretary	\$6,162	\$6,255	2025
Tuskegee Airmen Inc	AL	\$298,886	Bookkeeper	\$40,000	\$43,103	2023
Fraternal Order Of Eagles -	OH	\$639,915	President	\$50	\$51	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	24 organizations. Compensation range \$51–\$43,103; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$444,833); for reference, expenses \$409,410 and assets \$1,120,337.
ROLE MATCH	Rob Ritz, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	3 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	4 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 (Rob Ritz) 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 24 similarly situated organizations (Same NTEE sector (Y40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$145 is reasonable (approximately the 4th 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.