

# Fraternal Order Of Eagles Aerie 4336

Executive Director / CEO

EIN 431679540  
 MO · NTEE Y40  
 FY ending 2025-05-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Patricia Bennett, Executive Director / CEO** (\$11,110) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

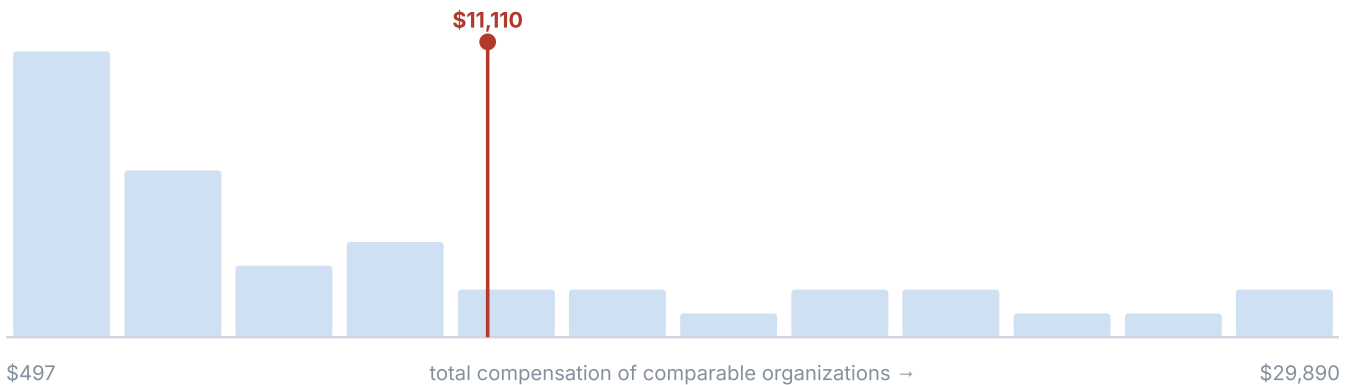
**Benchmarked executive:** Patricia Bennett — reported title “Bartender”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Y40).
- BUDGET** Total revenue between \$123,396 and \$276,261 — 0.67x to 1.50x the subject's \$184,174 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (Y40), nationwide + budget 0.67–1.5x revenue.

**39** organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,648	\$2,656	\$5,448	\$14,042	\$21,779	\$11,110
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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 MO 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="#">Pennsylvania Sons And Daughters Of Italy</a>	PA	\$188,561	Bar-tender	\$11,007	<b>\$10,638</b>	2024
<a href="#">Loyal Order Of The Moose 1560</a>	TN	\$175,498	Administrator	\$28,000	<b>\$27,788</b>	2025
<a href="#">Coventry-west Greenwich Lodge #2285 Of The Bpoe</a>	RI	\$196,664	Secretary	\$4,100	<b>\$3,712</b>	2025
<a href="#">Wayne D Clark Aerie 4488</a>	VA	\$199,060	Worthy Presi	\$25,460	<b>\$23,824</b>	2024
<a href="#">Benevolent And Protective Order Of Elks</a>	FL	\$200,491	1 Year Trustee	\$14,625	<b>\$12,972</b>	2025
<a href="#">Fraternal Order Of Eagles</a>	CA	\$202,792	Secretary	\$5,542	<b>\$4,518</b>	2025
<a href="#">Montana State Elks Association Llc</a>	MT	\$165,106	Treasurer	\$2,000	<b>\$2,035</b>	2025
<a href="#">Cloquet Lodge 1274 Loyal Order Of Moose</a>	MN	\$204,882	Administrator	\$10,400	<b>\$9,959</b>	2024
<a href="#">Fraternal Order Of Eagles</a>	VT	\$205,841	Secretary Tr	\$11,110	<b>\$10,837</b>	2024
<a href="#">Fraternal Order Of Eagles 1502</a>	WI	\$161,760	Secretary	\$1,836	<b>\$1,859</b>	2024
<a href="#">Benevolent &amp; Protective Order Of</a>	AL	\$161,081	Treasurer	\$5,200	<b>\$5,304</b>	2025
<a href="#">Chico-Ieland Stanford Masonic Temple Association</a>	CA	\$210,124	Cfo	\$21,308	<b>\$17,832</b>	2024
<a href="#">Benv &amp; Protective Order Of Elks 310</a>	ID	\$157,838	Secretary	\$9,500	<b>\$9,542</b>	2025
<a href="#">Masonic Charities Of Maryland Inc</a>	MD	\$152,882	Grand Secretary	\$9,099	<b>\$8,488</b>	2023
<a href="#">Scott County Moose Lodge No 2324</a>	IN	\$216,053	Administrator	\$10,200	<b>\$10,156</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Benevolent &amp; Protective Order Of Elks Of The Usa</a>	NY	\$217,775	Secretary	\$1,500	<b>\$1,280</b>	2025
<a href="#">Shelby Owls Club Nest 2553 Inc</a>	OH	\$145,274	Secretary/tr	\$29,120	<b>\$29,890</b>	2024
<a href="#">Cambridge Lodge No 1211 Loyal Order Of Moose</a>	MD	\$225,271	Administrator	\$17,225	<b>\$15,204</b>	2025
<a href="#">Sierra Vista Lodge No 2065</a>	AZ	\$141,677	Secretary	\$6,000	<b>\$5,448</b>	2025
<a href="#">Sons Of Italy</a>	PA	\$141,177	President	\$1,800	<b>\$1,740</b>	2024
<a href="#">Fraternal Order Of Eagles Aerie4300</a>	OH	\$228,881	President	\$1,200	<b>\$1,200</b>	2025
<a href="#">Bpoe Elks Palmetto Lodge 2449</a>	FL	\$137,282	Secretary	\$3,218	<b>\$2,930</b>	2024
<a href="#">Benevolent &amp; Protective Order Of</a>	OR	\$232,947	Secretary	\$17,234	<b>\$15,111</b>	2025
<a href="#">Benevolent &amp; Protective Order Of Elks</a>	WV	\$134,349	Treasurer	\$2,400	<b>\$2,519</b>	2024
<a href="#">Uniao Portuguesa Beneficente Inc</a>	RI	\$133,796	President	\$1,000	<b>\$929</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>39</b> organizations. Compensation range \$497–\$29,890; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$184,174); for reference, expenses \$166,439 and assets \$184,174.
ROLE MATCH	Patricia Bennett, reported title " <i>Bartender</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	69 <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 (Patricia Bennett) 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 39 similarly situated organizations (Same NTEE sector (Y40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,110 is reasonable (approximately the 72<sup>nd</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.