

Kn Consultants Ltd

Executive Director / CEO

EIN 464698607

NY · NTEE Y99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Kennison, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Y99).

BUDGET Total revenue between \$31,358 and \$70,206 — 0.67x to 1.50x the subject's \$46,804 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography

→ **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$276

total compensation of comparable organizations →

\$345,069

\$1,185

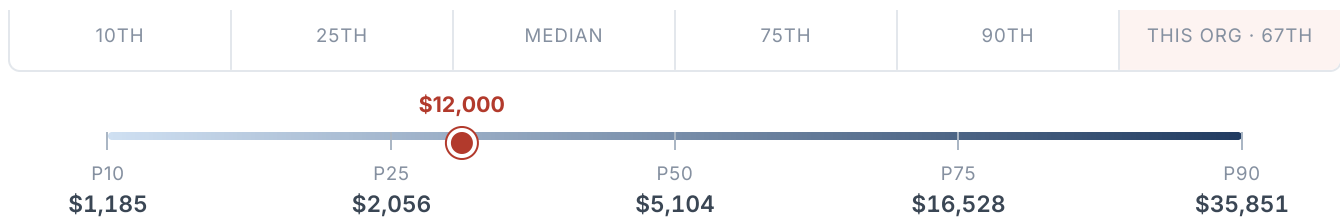
\$2,056

\$5,104

\$16,528

\$35,851

\$12,000



■ 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 NY 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
Pocono Health System Medical	PA	\$46,304	President	\$16,860	\$18,607	2024
Norway Pine Grove Cemetery Corp	ME	\$45,624	President	\$1,000	\$1,108	2024
Nebraska Methodist Health System	NE	\$45,480	Pres & Ceo Nebr Methodist	\$281,592	\$345,069	2023
Lehigh Zion Cemetery Association	PA	\$45,079	President	\$1,494	\$1,649	2024
Employee Contribution Veba Trust	CA	\$44,869	Cfo, Pepperdine University	\$36,961	\$35,320	2024
Claggett Cemetery Corporation	OR	\$49,474	Vice President	\$12,000	\$12,332	2024
Oak Grove Cemetery Wills Township Inc	IN	\$42,902	President	\$300	\$341	2025
Fairview Cemetary Association	NY	\$42,808	President&super	\$2,610	\$2,687	2023
Maxus Retirees Modified Medical Benefits	TX	\$50,882	Committee Member	\$4,000	\$4,428	2024
New Deal Lodge Inc	NY	\$41,563	Chairman/pre	\$6,000	\$6,000	2024
Euclid Health Trust	OH	\$52,173	Trustee	\$16,050	\$18,812	2024
Fraternal Order Of Eagles 3730 Auxiliary	MO	\$52,914	Secretary	\$1,319	\$1,506	2025
Lutheran Cemetery Association	WI	\$53,088	Sectreas	\$9,000	\$10,134	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Oxford Cemetery Association	PA	\$53,324	Treasurer/se	\$3,500	\$3,863	2024
Icd Medical Premium Plan	IN	\$40,135	Trustee	\$9,600	\$11,535	2023
Independent Benevolent Societ Of Albany	NY	\$55,542	Treasurer	\$2,000	\$2,059	2023
Highland Memorial Cemetery	ME	\$55,581	Superintende	\$19,600	\$21,719	2024
Princeton Abbey And Cemetery Inc	TX	\$37,864	Chief Executive Officer	\$16,649	\$18,430	2024
Boonville Cemetery Association Inc	NY	\$55,777	President	\$1,517	\$1,517	2024
Free And Accepted Masons Hesperian Lodge 262	CA	\$55,813	Secretary	\$3,000	\$2,952	2023
Washington Teachers Union Option 2	DC	\$37,768	Chairperson	\$2,198	\$2,135	2024
Black Point Cemetery Corporation	ME	\$55,840	Treasurer	\$4,606	\$5,104	2024
Retiree Benefits Trust	TX	\$56,085	Secretary/compliance Offic	\$21,500	\$23,800	2024
Spring Valley Fire Relief	MN	\$56,474	President	\$250	\$281	2023
Knights Templar Of The	WI	\$56,745	Grand Treasu	\$1,200	\$1,351	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	55 organizations. Compensation range \$276–\$345,069; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$46,804); for reference, expenses \$65,590 and assets \$621,057. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rebecca Kennison, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	67 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	65 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 (Rebecca Kennison) 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 55 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 67th 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.