

Bpoe Elks Palmetto Lodge 2449

Executive Director / CEO

EIN 591173928

FL · NTEE Y40Z

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Helen Sexton, Executive Director / CEO** (\$3,218) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Helen Sexton — 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 (Y40Z).

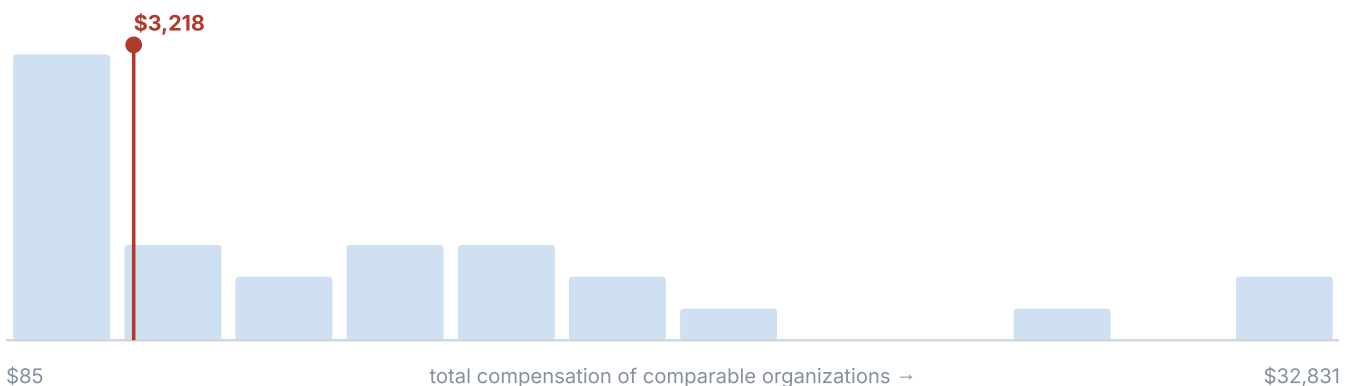
BUDGET Total revenue between \$91,978 and \$205,923 — 0.67x to 1.50x the subject's \$137,282 (the band tightens as size grows).

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

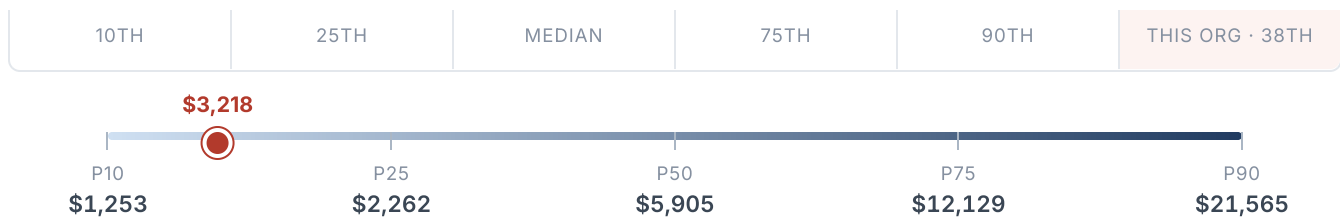
26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,253	\$2,262	\$5,905	\$12,129	\$21,565	\$3,218
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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 FL 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	WV	\$134,349	Treasurer	\$2,400	\$2,766	2024
Uniao Portuguesa Beneficente Inc	RI	\$133,796	President	\$1,000	\$1,021	2024
Sons Of Italy	PA	\$141,177	President	\$1,800	\$1,911	2024
Sierra Vista Lodge No 2065	AZ	\$141,677	Secretary	\$6,000	\$5,984	2025
Benevolent And Protective Order Of Elks 2641 Decatur	TN	\$131,406	Treasurer	\$2,700	\$2,943	2025
Shelby Owls Club Nest 2553 Inc	OH	\$145,274	Secretary/tr	\$29,120	\$32,831	2024
Fulton Elks Lodge	NY	\$126,033	Treasurer	\$2,500	\$2,343	2025
Indpt Order Of Odd Fellows Columbian Encampment #1	DC	\$124,410	Secretary	\$600	\$546	2025
Fraternal Order Of Eagles	MO	\$121,924	Bartender	\$14,603	\$16,040	2025
Masonic Charities Of Maryland Inc	MD	\$152,882	Grand Secretary	\$9,099	\$9,323	2023
Benv & Protective Order Of Elks 310	ID	\$157,838	Secretary	\$9,500	\$10,480	2025
Benevolent & Protective Order Of	AL	\$161,081	Treasurer	\$5,200	\$5,826	2025
Fraternal Order Of Eagles 1502	WI	\$161,760	Secretary	\$1,836	\$2,041	2024
Montana State Elks Association Llc	MT	\$165,106	Treasurer	\$2,000	\$2,235	2025
Fraternal Order Of Eagles	OH	\$109,239	Secretary	\$75	\$85	2024
Greenfield Moose Family Center 997 Loom	MA	\$104,541	Administrator	\$18,200	\$16,961	2025
Loyal Order Of The Moose 1560	TN	\$175,498	Administrator	\$28,000	\$30,522	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Bedford Lodge No 914 Loyal Order Of Moose	MA	\$93,202	Administrator	\$1,551	\$1,484	2024
Fraternal Order Of Eagles Aerie 4336	MO	\$184,174	Bartender	\$11,110	\$12,204	2025
Pennsylvania Sons And Daughters Of Italy	PA	\$188,561	Bar-tender	\$11,007	\$11,684	2024
Coventry-west Greenwich Lodge #2285 Of The Bpoe	RI	\$196,664	Secretary	\$4,100	\$4,077	2025
Wayne D Clark Aerie 4488	VA	\$199,060	Worthy Presi	\$25,460	\$26,168	2024
Benevolent And Protective Order Of Elks	FL	\$200,491	1 Year Trustee	\$14,625	\$14,248	2025
Fraternal Order Of Eagles	CA	\$202,792	Secretary	\$5,542	\$4,963	2025
Cloquet Lodge 1274 Loyal Order Of Moose	MN	\$204,882	Administrator	\$10,400	\$10,939	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 26 organizations. Compensation range \$85–\$32,831; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$137,282); for reference, expenses \$106,827 and assets \$410,504.

ROLE MATCH Helen Sexton, 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	38 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 (Helen Sexton) 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 26 similarly situated organizations (Same NTEE sector (Y40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,218 is reasonable (approximately the 38th 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.