

Most Worshipful Prince Hall Grand Lodge Of Tn

EIN 620537145

TN · NTEE S80

FY ending 2024-06-30

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **L Lamont Banks, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

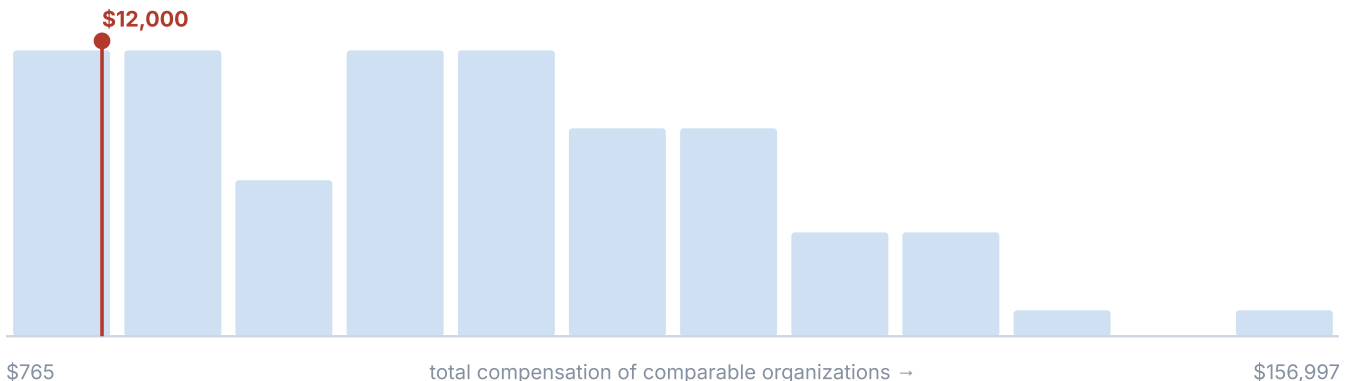
Benchmarked executive: L Lamont Banks — reported title “GRAND MASTER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$195,942 and \$438,678 — 0.67x to 1.50x the subject's \$292,452 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,140 10TH	\$23,944 25TH	\$51,885 MEDIAN	\$75,761 75TH	\$99,495 90TH	\$12,000 THIS ORG · 14TH
------------------------	-------------------------	---------------------------	-------------------------	-------------------------	------------------------------------



■ 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 TN 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
Volunteer Center Of The Lehigh Valley	PA	\$294,103	Ceo	\$78,409	\$74,388	2024
Spectrum Of Findlay Inc	OH	\$294,496	Executive Di	\$13,750	\$14,264	2023
Hillsboro Economic Development Corp	ND	\$295,915	Business Manager	\$8,093	\$8,699	2023
Families First Of Monroe County Inc	WI	\$296,528	Executive Director	\$54,765	\$56,020	2023
Birmingham Bloomfield	MI	\$297,753	Executive Di	\$101,606	\$99,772	2024
The Lutheran Service Society Of New York	NY	\$285,829	Executive Director	\$71,926	\$63,658	2023
Mcleod Alliance	MN	\$285,813	Director	\$66,511	\$62,523	2024
Open Arms Rape Crisis Center & Lgbt Services	TX	\$284,932	Executive Director	\$64,126	\$62,828	2023
Greater Cheyenne Foundation	WY	\$284,004	Secretary	\$47,245	\$48,130	2024
Columbus Rotary Foundation Inc	OH	\$283,453	Secretary	\$1,438	\$1,491	2023
Onevirginia2021 Foundation	VA	\$281,741	Executive Di	\$95,833	\$88,029	2024
Friends Of The Trail	WA	\$281,741	President, Executive Director, Director	\$101,285	\$84,046	2025
Mining The Truth	TX	\$304,304	President	\$90,000	\$85,648	2024
Kumu Kahua Theatre Inc	HI	\$305,302	Managing Dir	\$73,780	\$62,842	2024
Send Musicians To Prison	TN	\$306,358	President	\$68,100	\$70,111	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Services Agency Of The	DC	\$276,632	Executive Director Thru March 2024	\$112,909	\$94,261	2024
Neighbors Plus	MI	\$309,345	Exec Dir	\$51,008	\$51,567	2023
Sporting Clays For Charity Inc	NJ	\$310,030	Treasurer	\$875	\$765	2023
Gentlemens League	TN	\$310,707	Executive Director	\$9,305	\$9,580	2023
Professional Firefighters Of Lake County Local 3990	FL	\$313,013	President	\$16,817	\$15,030	2024
Senior Center Of Langlade County In	WI	\$270,449	Program Director	\$33,991	\$34,769	2023
North Carolinas Eastern Alliance	NC	\$270,119	President/ceo	\$3,000	\$3,036	2023
Coastal Communities Family Success	NJ	\$267,798	Executive Director	\$75,000	\$65,587	2023
Gapps Global Alliance To Prevent	WA	\$265,582	Treasurer	\$24,000	\$20,442	2024
New York Credit Union Foundation	NY	\$321,776	President / Ceo	\$4,771	\$4,101	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 76 organizations. Compensation range \$765–\$156,997; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$292,452); for reference, expenses \$354,562 and assets \$354,562.
ROLE MATCH	L Lamont Banks, reported title " <i>GRAND MASTER</i> ", 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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	14 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	9 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 (L Lamont Banks) 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 76 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 14th 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.