

Fraternal Order Of Eagles

Executive Director / CEO

EIN 910226503
 WA · NTEE W99
 FY ending 2024-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **Rodger Chinn, Executive Director / CEO** (\$20,806) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

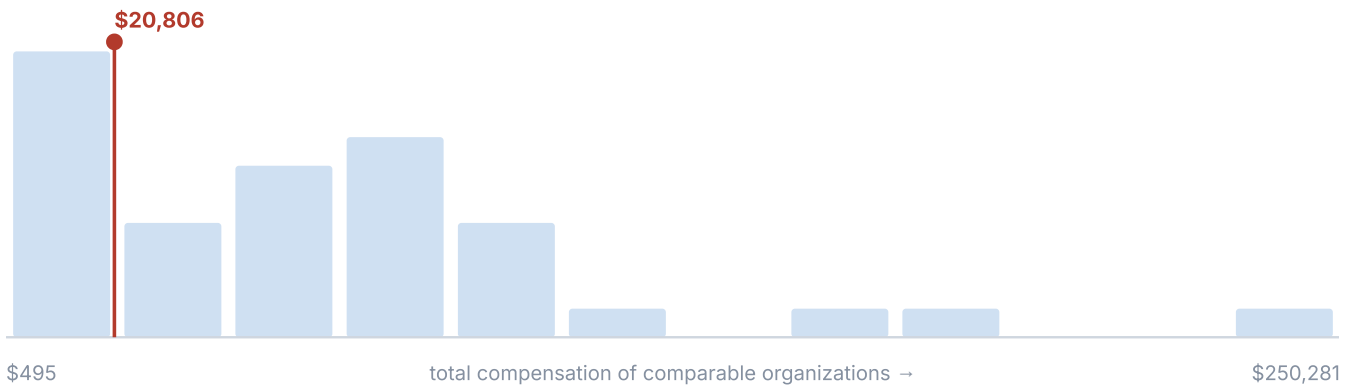
Benchmarked executive: Rodger Chinn — reported title “Lead Maintenance”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between \$108,140 and \$242,104 — 0.67x to 1.50x the subject's \$161,403 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,748	\$17,482	\$55,338	\$80,428	\$112,948	\$20,806
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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 WA 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
Victims Of Milwaukee Violence Burial Fund Inc	WI	\$161,810	Executive Director	\$11,400	\$13,298	2024
Wyoming Family Alliance	WY	\$165,943	Ceo/executive Director	\$34,489	\$41,250	2024
Relink (Db a Relinkorg)	OH	\$156,040	Director Of Finance & Hr	\$14,208	\$17,305	2023
Reil	PA	\$151,011	Executive Director	\$49,253	\$54,860	2024
Blessing The Children International	MI	\$145,936	President	\$48,000	\$55,338	2024
Lions Foundation Of Victoria	MN	\$145,476	Gambling Manager	\$16,000	\$17,659	2024
Barrios Unidos	NM	\$179,237	President And Executive Director	\$39,670	\$49,065	2023
Grandmother Collective Inc	MA	\$181,647	Executive Director	\$80,557	\$80,855	2024
Through The Trees	NC	\$183,310	Executive Di	\$27,388	\$31,608	2024
Aliquippa Economic Development Corporation	PA	\$137,369	Executive Director	\$78,000	\$89,446	2023
21st Century Alliance	CA	\$191,034	Executive Director	\$252,054	\$250,281	2023
Main Line Cycle Center	MN	\$194,224	Executive Director	\$35,984	\$40,887	2023
Lyon County Historical Society	MN	\$197,720	Executive Di	\$41,709	\$47,392	2023
Civic Momentum	MN	\$200,628	Director, Ceo, And Co	\$70,000	\$79,538	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Allied Communities Of Tulsa Inspiring	OK	\$201,803	Senior Organizer	\$71,500	\$90,535	2023
Great Bend Center For Music	WA	\$202,114	Director	\$56,250	\$57,911	2023
Pasos For Oak Cliff	TX	\$204,656	Executive Director	\$1,044	\$1,201	2023
Mashup Nashville	TN	\$205,448	Chief Executive Officer	\$18,960	\$22,918	2023
The Steel Horse Rally Inc	AR	\$205,571	President	\$145,333	\$182,464	2024
New Americans Initiative	KY	\$207,754	Director Of Operations	\$99,680	\$119,616	2024
The South County News	MI	\$207,769	President	\$14,245	\$16,423	2024
Heart Mind Foundation	NC	\$114,709	President	\$429	\$495	2024
Values To Action	OR	\$208,951	Trustee	\$15,593	\$16,174	2024
Arise & Go	CA	\$211,406	President	\$79,793	\$76,958	2024
Sandy Springs Arts Foundation Inc	GA	\$212,856	Foundation Mgr.	\$85,000	\$95,460	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 35 organizations. Compensation range \$495–\$250,281; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$161,403); for reference, expenses \$75,431 and assets \$1,079,929. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Rodger Chinn, reported title " <i>Lead Maintenance</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	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	29 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	29 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 (Rodger Chinn) 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 35 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,806 is reasonable (approximately the 29th 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.