

Mass Afl-cio Workforce Development

Executive Director / CEO

EIN 043509974

MA · NTEE J20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christine Lynch, Executive Director / CEO** (\$79,037) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (J20).

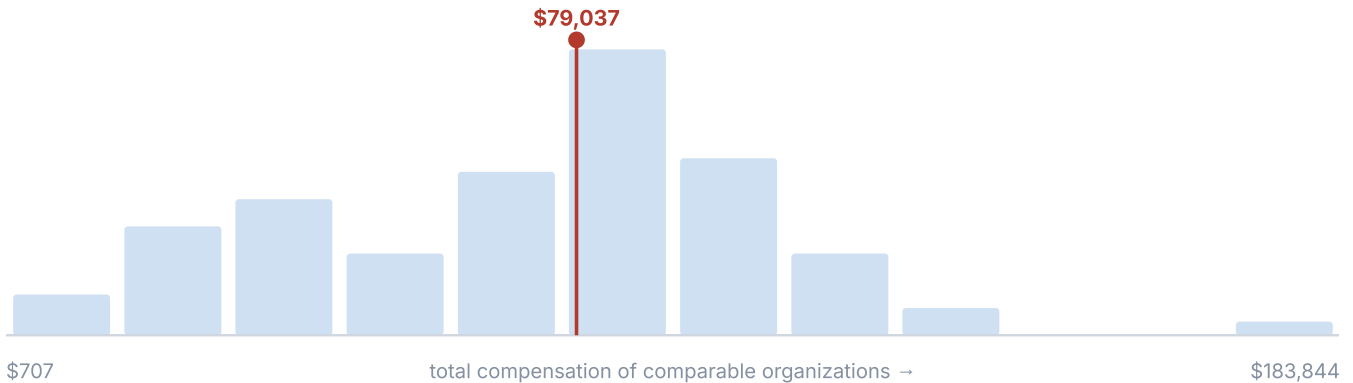
BUDGET Total revenue between \$307,485 and \$688,401 — 0.67x to 1.50x the subject's \$458,934 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography

→ **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,583

\$48,966

\$77,357

\$92,427

\$107,824

\$79,037



■ 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 MA 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
Transitional Supported Employ Of Mn	MN	\$459,164	Coordinator	\$60,960	\$69,012	2023
Ur Chicago Alliance	IL	\$458,467	Executive Director	\$74,293	\$83,679	2023
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$82,341	2022
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$81,877	2023
Logosworks	PA	\$448,075	Ceo	\$106,648	\$121,848	2023
The Fountain Of Youth Program	IA	\$447,294	Executive Dir.	\$68,575	\$83,556	2024
Chaverim Israel Family Services Inc	NJ	\$445,755	President	\$26,631	\$26,460	2024
Worker Justice Wisconsin	WI	\$475,866	Executive Director	\$70,200	\$81,586	2024
Massachusetts Regional Employment	MA	\$441,223	Executive Director Until 3/23	\$178,570	\$183,844	2023
Racine Education Uniserv Council Inc	WI	\$479,535	Rea President	\$111,944	\$130,100	2024
Carteret County Domestic Violence Program Inc	NC	\$437,802	Executive Director	\$68,744	\$79,045	2024
Disabledperson Inc	CA	\$482,638	President	\$78,600	\$75,529	2024
Hopeful Opportunities Presented To	FL	\$433,601	President	\$74,000	\$77,360	2024
Midlands Education & Business	SC	\$431,427	Regional Car	\$78,610	\$91,262	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Burlington West Burlington Area	IA	\$486,600	Secretary	\$4,627	\$5,638	2024
Strategic Workforce Solutions	MI	\$428,749	President	\$55,175	\$65,247	2023
Specialized Employment Services Inc	MI	\$492,044	Vice President	\$81,160	\$95,975	2023
Links To Success	FL	\$492,551	Executive Director	\$82,961	\$86,728	2024
Members Assistance Program Inc	NY	\$494,087	Vice President	\$100,000	\$100,558	2024
Brighter Boston Inc	MA	\$495,437	Executive Director	\$80,250	\$80,250	2024
Alabama Trucking Assn Foundation	AL	\$422,418	Secretary	\$38,343	\$46,097	2024
Tampa Bay Community & Family Development Corp	FL	\$422,244	Chair	\$69,577	\$70,862	2025
Dress For Success Cleveland	OH	\$417,983	Ceo	\$75,417	\$88,890	2024
Superior Business Center Inc	WI	\$502,603	Executive Di	\$30,000	\$35,895	2023
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$29,123	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **82** organizations. Compensation range \$707–\$183,844; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$458,934); for reference, expenses \$458,934 and assets \$606,404.
ROLE MATCH	Christine Lynch, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	51 st
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Christine Lynch) 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 82 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,037 is reasonable (approximately the 51st 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.