

The Metrowest Free Medical Program Inc

Executive Director / CEO

EIN 043822273
 MA · NTEE E30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Leslie Scales, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

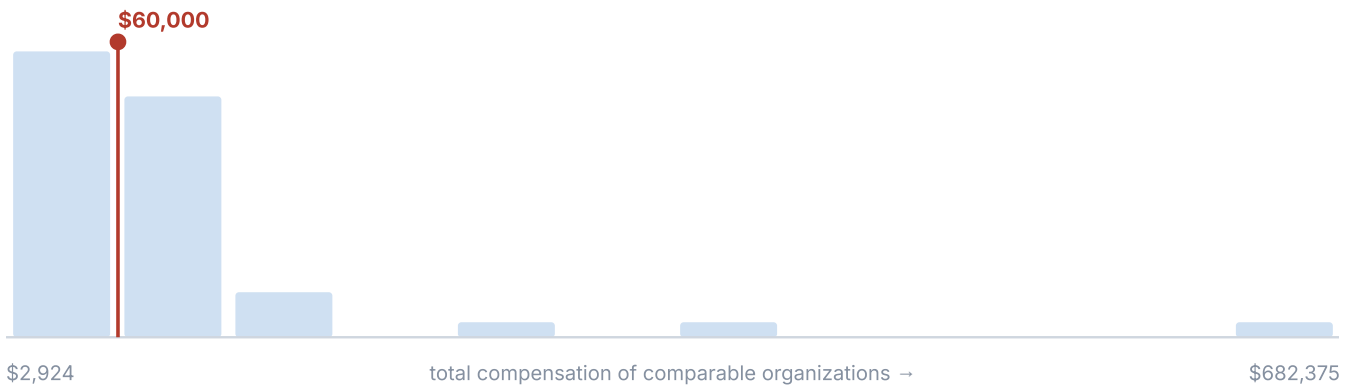
Benchmarked executive: Leslie Scales — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E30).
BUDGET	Total revenue between \$137,232 and \$307,236 — 0.67x to 1.50x the subject's \$204,824 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,339	\$40,633	\$61,263	\$84,511	\$154,315	\$60,000
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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 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
The Human Body Shop Inc	NM	\$206,477	Secretary	\$4,783	\$5,725	2024
Home-health Care Partners	NY	\$200,887	Executive Di	\$142,496	\$143,291	2024
Four Rivers Health Care	OR	\$200,327	Executive Director	\$60,000	\$63,837	2023
Western Maine Multi-medical	ME	\$200,195	Regional President-mountain Region	\$50,167	\$55,902	2024
Smile For A Lifetime Inc	CO	\$193,645	Executive Dir.	\$79,200	\$84,511	2024
Clemson Free Clinic	SC	\$186,388	Executive Director	\$35,000	\$40,633	2024
Drew Health Foundation	CA	\$185,523	Executive Director	\$29,250	\$28,107	2024
Clc Transportation Inc	NY	\$181,474	Ceo (Through 9/30/2024)	\$19,131	\$19,238	2024
Northeastern Anesthesia Of New Jersey Pc	NY	\$228,503	Ceo	\$70,612	\$73,103	2023
Wellness Tree Community Clinic	ID	\$229,432	Executive Dir.	\$82,987	\$95,708	2025
Excellent Inc	MI	\$233,029	Administrator/president	\$76,000	\$89,874	2023
Clinica Medica Primaria De Rising Sun Inc	MD	\$176,234	Doctor	\$222,796	\$231,794	2024
Relevancy Inc	NM	\$174,874	Executive Director	\$39,550	\$47,338	2024
Greene Care Clinic	VA	\$174,410	Executive Director	\$69,921	\$77,347	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Four Winds Center For Healing	PA	\$174,265	President	\$72,207	\$82,498	2023
Grant Avenue Community Center	CO	\$169,756	Executive Di	\$37,102	\$39,590	2024
Park Street Healthshare Inc	VT	\$244,879	Executive Dir.	\$65,666	\$75,724	2023
Columbia County Volunteers In Medicine	PA	\$162,924	Clinic Director	\$54,080	\$60,015	2024
Healthy Smiles For Me Inc	ME	\$247,654	Director	\$35,000	\$39,001	2024
Free Medical Clinic Of Dubois Inc	PA	\$161,557	Executive Director	\$52,933	\$58,742	2024
Occupational And Environmental	RI	\$250,334	Administrator	\$145,206	\$154,944	2024
Main Line Health Integrative And Functional	PA	\$251,842	Chairman & Trustee	\$597,253	\$682,375	2023
Good Samaritan Clinic	SC	\$253,198	Executive Director	\$92,000	\$106,807	2024
Dental Care In Your Home Inc	NM	\$253,808	Executive Director	\$43,098	\$53,108	2023
Partnership For Healthy Central	OK	\$255,391	Han Program Manager	\$65,877	\$83,108	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	41 organizations. Compensation range \$2,924–\$682,375; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$204,824); for reference, expenses \$299,411 and assets \$244,208. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Leslie Scales, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	46 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	37 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 (Leslie Scales) 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 41 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 46th 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.