

COMPENSATION COMPARABILITY DETERMINATION

The Ymca Of Greater High Point Foundation Inc (4563-so1)

EIN 463182168

NC · NTEE P27

FY ending 2024-12-31

June 9, 2026

Executive Director / CEO

This analysis benchmarks the total compensation of **Lynn Lomax, Executive Director / CEO** (\$31,813) against **every comparable organization** that fit the selection criteria — **792** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Lynn Lomax — reported title “President/CEO, YMCA OF HIGH POINT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P27).

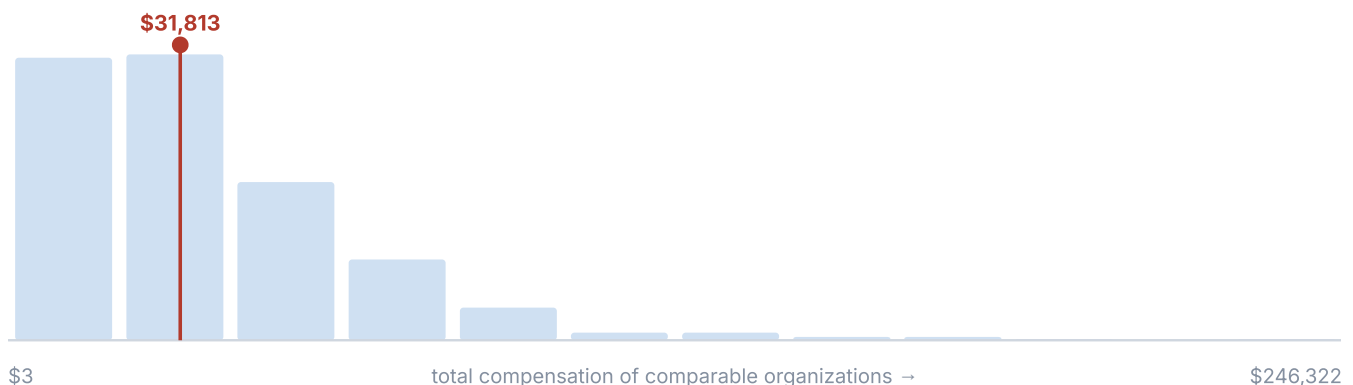
BUDGET Total revenue between \$77,202 and \$172,842 — 0.67× to 1.50× the subject's \$115,228 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue.

792 organizations qualified on sector, size, and geography

→ **792** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,030 10TH	\$15,825 25TH	\$29,985 MEDIAN	\$49,011 75TH	\$69,868 90TH	\$31,813 THIS ORG · 53RD
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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 NC 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
Cedar Hill Housing Corporation	MO	\$115,212	President And Ceo, Freeman Health System / Director	\$38,297	\$39,257	2024
Mentally Handicapped Children's	CA	\$115,259	Executive Director	\$16,979	\$14,609	2023
The Roadie Clinic Inc	MI	\$115,316	Ceo	\$18,000	\$17,981	2024
Dine Brands Global Foundation Inc	CA	\$114,932	Board Member	\$39,406	\$33,904	2023
Project Share Iii Inc	NY	\$115,636	Executive Director	\$70,564	\$63,533	2023
Christ Centered Counseling Ministries	PA	\$114,745	Executive Director	\$73,000	\$70,454	2024
James River Apartments	VA	\$115,728	Executive Director	\$15,818	\$14,781	2024
Foundation Of The Arc Of Anchorage	AK	\$115,741	Ceo/trustee	\$12,672	\$12,071	2023
Northeast Accessible Golf	MA	\$114,569	President/ed	\$16,000	\$13,915	2024
Children's Discovery Academy Inc	MI	\$115,910	Director & S	\$15,857	\$16,308	2023
Wnyhoo-now Inc	MO	\$114,482	Ceo, President & Treasurer	\$88,846	\$91,072	2024
River Deep Foundation	CO	\$114,481	Executive Di	\$36,663	\$34,024	2024
Onpath Foundation	LA	\$114,172	President	\$19,796	\$21,096	2024
Love Mercy	CA	\$114,158	Execuitive Director	\$75,000	\$64,529	2023
Our Sisters Closet Inc	AL	\$114,120	President	\$38,142	\$39,880	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope House	TN	\$114,106	Executive Director	\$30,826	\$31,359	2024
Less Leg More Heart	NH	\$116,429	President	\$15,850	\$14,582	2023
Fraternal Order Of Eagles	MI	\$116,467	President	\$150	\$146	2025
Helping Hands Of Middle & West Tennessee	TN	\$116,475	Ceoprogram Director	\$82,000	\$81,268	2025
Homes Of Hope Inc	CO	\$113,929	Director	\$43,113	\$40,009	2024
Vermont Association Of Senior Centers And Meal Providers	VT	\$113,923	Ex. Director	\$65,810	\$64,107	2024
Invitation Ministries	TN	\$116,619	President	\$15,534	\$15,803	2024
Among Friends Activity Center Inc	OK	\$113,835	Executive Di	\$44,500	\$48,823	2023
Avenues Foundation	PA	\$113,617	Executive Director	\$27,981	\$27,802	2023
Childrens Humanitarian Services	WA	\$113,611	President	\$5,304	\$4,926	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 792 organizations. Compensation range \$3–\$246,322; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$115,228); for reference, expenses \$259,054 and assets \$2,273,334. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Lynn Lomax, reported title " <i>President/CEO, YMCA OF HIGH POINT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	211 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	53 rd
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Lynn Lomax) 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 792 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,813 is reasonable (approximately the 53rd 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.