

Candlelighters Of El Paso Foundation

Executive Director / CEO

EIN 742965736
 TX · NTEE T22
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Scott Lynch, Executive Director / CEO** (\$7,598) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Scott Lynch — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T22).

BUDGET Total revenue between \$13,182 and \$29,514 — 0.67x to 1.50x the subject's \$19,676 (the band tightens as size grows).

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

59 organizations qualified on sector, size, and geography

→ **59** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$2,527	\$15,365	\$32,569	\$53,129	\$105,248	\$7,598
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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 TX 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
Gha Autism Supports Foundation	NC	\$19,905	Ceo	\$260,099	\$261,743	2025
Stanley & Margaret Winkelman Foundation	MI	\$19,997	Treasurer	\$26,189	\$27,023	2024
Ywca Of Lubbock Legacy Fund Inc	TX	\$20,125	Ceo	\$14,855	\$15,294	2023
Chrissie Shull Elmore Safety Harbor Library Fund	SC	\$20,216	Trustee	\$2,181	\$2,275	2024
Irving B Fine Family Foundation	OH	\$20,344	Trustee & Treasurer Thru 5/4/2023	\$40,331	\$43,964	2023
Guardian Angel Support Corp	MO	\$20,460	Gasa President & Ceo	\$11,599	\$12,281	2024
Fentress Crut (Supporting Org) Sa Ttee	GA	\$20,485	Cheif Secretary	\$59,465	\$59,772	2024
Sholk-kaplan Family Foundation Inc	MD	\$20,583	President & Public Director	\$44,135	\$42,468	2023
Richmond Eye And Ear Foundation	VA	\$21,077	Ceo	\$52,842	\$52,512	2023
Judy Bradshaw Children's Foundation	SC	\$21,165	Secretary	\$44,976	\$46,906	2024
Sebastian Paul Long Testamentary Trust	AL	\$18,008	Trustee	\$43,115	\$46,564	2024
Darlington Community Foundation	SC	\$17,912	Executive Di	\$84,000	\$87,605	2024
Brookmeade Community Foundation Inc	NY	\$21,463	Ceo	\$34,469	\$31,137	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
David And Regina Weinberg	MD	\$17,849	President & Public Dir. Until 07/24	\$30,197	\$28,223	2024
Hinson Family Trust Foundation	OH	\$21,584	Asst Secretary	\$105,945	\$115,490	2023
Leo Rose Jr And Charlotte Rose Family	FL	\$17,706	Board Member	\$279,869	\$270,597	2023
The Real Estate Trust Of Silicon Valley Community Foundation	CA	\$21,903	President	\$74,236	\$64,083	2024
Tupper Family Foundation	NJ	\$21,944	Trustee	\$6,184	\$5,520	2024
Caro Community Hospital Endowment	MI	\$21,954	President & Ceo	\$99,518	\$102,687	2024
Jimmie Heuga Legacy Foundation For Ms	CO	\$22,127	Exec Director, Secretary	\$30,000	\$29,607	2023
Cortland & Ella Brovitz Foundation	NY	\$17,049	Secretary	\$30,887	\$27,902	2024
Rina & Samuel M Frankel Family	OH	\$16,706	Treasurer Thru 9/20/2022	\$40,331	\$43,964	2023
Libman Family Foundation Inc	MD	\$16,690	President & Public Dir. Until 07/24	\$30,197	\$28,223	2024
Southwestern Foundation	TX	\$22,791	Trustee & President	\$155,488	\$160,081	2023
Belle & Isidor Eisenberg Family Support	MI	\$22,879	Treasurer	\$26,189	\$27,023	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	59 organizations. Compensation range \$452–\$270,597; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$19,676); for reference, expenses \$6,686 and assets \$708,361. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Scott Lynch, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	42 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	25 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 (Scott 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 59 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$7,598 is reasonable (approximately the 19th 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.