

716 Squash Inc

Executive Director / CEO

EIN 822680997

NY · NTEE W11

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Hope Lynch, Executive Director / CEO** (\$81,036) against **every comparable organization** that fit the selection criteria — **399** 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: Hope Lynch — 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 (W11).

BUDGET Total revenue between \$278,724 and \$624,009 — 0.67x to 1.50x the subject's \$416,006 (the band tightens as size grows).

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

399 organizations qualified on sector, size, and geography

→ **399** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,347

\$40,674

\$79,737

\$119,297

\$165,607

\$81,036



■ 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 NY 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
Massachusetts Association Of Assessing	MA	\$415,740	Executive Director	\$58,500	\$56,676	2025
In The Weeds	CO	\$415,629	Executive Dir.	\$64,434	\$68,374	2024
Missoula Institute For Sustainable Transportation	MT	\$416,493	Executive Director	\$15,289	\$18,238	2024
New Brantner Extension Ditch Company	CO	\$415,464	Ditch Superintendent	\$56,667	\$60,132	2024
It's About The Warriors Foundation	PA	\$415,009	Executive Director/president/secretary	\$85,980	\$94,887	2024
A Better Wisconsin Together Institute	WI	\$414,610	Executive Director	\$15,467	\$17,876	2024
Farm Labor Research Project	OH	\$413,566	Secretary	\$30,900	\$36,218	2024
Hebrew Free Loan Association Of Dc	MD	\$413,527	Executive Director	\$49,350	\$51,058	2024
Health Information Exchange Of Montana	MT	\$413,429	Executive Director	\$6,075	\$7,060	2025
Friends Of Fisher House - Illinois Inc	IL	\$419,182	President	\$45,000	\$48,959	2024
Global One80 Inc	AZ	\$419,585	Chief Operating Officer	\$46,000	\$48,957	2024
The National Foundation For	VA	\$421,029	Executive Di	\$242,406	\$259,016	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
To The Village Square Inc	FL	\$422,019	Founder & Ce	\$85,000	\$88,367	2024
Care Lab	DC	\$422,364	Executive Director	\$135,832	\$135,805	2023
Northwest Hub	OR	\$409,241	Executive Di	\$55,502	\$57,039	2024
Tulsa Foundation For Architecture	OK	\$409,240	Executive Director	\$98,914	\$120,534	2024
Leadership Montgomery Inc	AL	\$422,862	Executive Director	\$86,057	\$102,886	2024
Five Frogs Inc	CT	\$423,214	Executive Director	\$86,000	\$89,234	2024
Arena Fire Board	WI	\$423,367	Fire Chief	\$2,500	\$2,889	2024
Merrimack Valley Immigrant &	MA	\$406,189	Executive Di	\$18,000	\$17,439	2025
Patriotic Hearts Inc	CA	\$405,941	Member Represe	\$58,000	\$55,425	2024
Maternity Bvm Credit Union	IL	\$426,649	Pres/treas	\$66,513	\$74,502	2023
Noe Valley Association	CA	\$405,291	Exec/secr	\$42,000	\$40,135	2024
California Operation Lifesaver Inc	CA	\$427,839	Executive Dir.	\$88,137	\$84,223	2024
Department Of Sc Vfw Of United States	SC	\$404,075	Service Officer	\$56,000	\$62,986	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	399 organizations. Compensation range \$150–\$944,194; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$416,006); for reference, expenses \$449,528 and assets \$417,233.
ROLE MATCH	Hope Lynch, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	51 st
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	44 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 (Hope 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 399 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,036 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.