

Main Line Health Integrative And Functional

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **John J Lynch Iii, Executive Director / CEO** (\$597,253) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

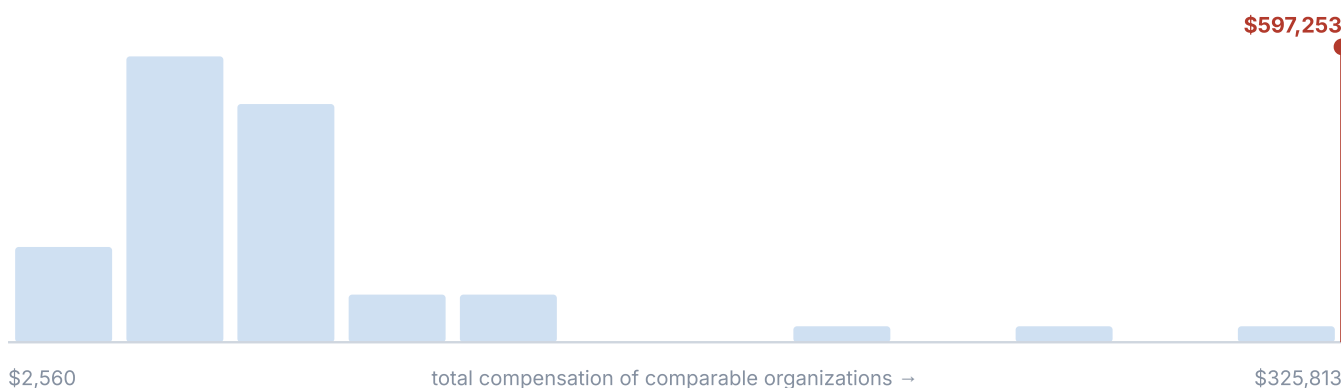
Benchmarked executive: John J Lynch Iii — reported title “CHAIRMAN & TRUSTEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E30).
- BUDGET** Total revenue between \$168,734 and \$377,763 — 0.67x to 1.50x the subject's \$251,842 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,272	\$38,843	\$56,375	\$73,286	\$128,311	\$597,253
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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 PA 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
Good Samaritan Clinic	SC	\$253,198	Executive Director	\$92,000	\$93,484	2024
Occupational And Environmental	RI	\$250,334	Administrator	\$145,206	\$135,615	2024
Dental Care In Your Home Inc	NM	\$253,808	Executive Director	\$43,098	\$46,483	2023
Partnership For Healthy Central	OK	\$255,391	Han Program Manager	\$65,877	\$72,741	2023
Wings Of Humanity Inc	AZ	\$255,729	President & Ceo	\$95,004	\$91,621	2023
Healthy Smiles For Me Inc	ME	\$247,654	Director	\$35,000	\$34,136	2024
Park Street Healthshare Inc	VT	\$244,879	Executive Dir.	\$65,666	\$66,278	2023
Leap Pediatric And Adolescent Care	MN	\$259,086	President	\$13,950	\$13,426	2024
Aspirus Medical Group	WI	\$264,621	President & Ceo Aspirus	\$311,110	\$325,813	2023
Hackett Hemwall Patterson Foundatio	WI	\$268,383	President	\$29,000	\$29,499	2024
Excellent Inc	MI	\$233,029	Administrator/president	\$76,000	\$78,662	2023
Willa Carson Health And Wellness Center Inc	FL	\$272,601	Executive Director	\$66,300	\$60,665	2024
Wellness Tree Community Clinic	ID	\$229,432	Executive Dir.	\$82,987	\$83,769	2025
Northeastern Anesthesia Of New Jersey Pc	NY	\$228,503	Ceo	\$70,612	\$63,984	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Endorphin Power Company	NM	\$276,372	Executive Di	\$61,316	\$64,235	2024
San Joaquin Family Healthcare	CA	\$279,284	Cfo	\$3,043	\$2,560	2024
Behome Partners	PA	\$279,692	Chairman	\$39,302	\$39,302	2023
World Health Dental Organization	WA	\$282,073	Executive Director	\$50,004	\$43,605	2024
Risen Wellness	TN	\$288,010	President	\$131,924	\$135,065	2024
Nelson County Community Clinic Inc	KY	\$288,544	Executive Director	\$34,881	\$37,579	2023
The Colorado Mission Of Mercy	CO	\$288,839	Executive Director	\$59,925	\$57,620	2023
The Human Body Shop Inc	NM	\$206,477	Secretary	\$4,783	\$5,011	2024
The Metrowest Free Medical Program Inc	MA	\$204,824	Executive Director	\$60,000	\$52,516	2024
Tok Community Clinic Inc	AK	\$299,246	Secretary/tr	\$11,050	\$10,594	2023
Ashland Christian Health Center Inc	OH	\$300,832	Executive Di	\$44,000	\$45,392	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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 **48** organizations. Compensation range \$2,560–\$325,813; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$251,842); for reference, expenses \$1,144,586 and assets \$2,706,103. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John J Lynch Iii, reported title " <i>CHAIRMAN & TRUSTEE</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	11 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 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 (John J Lynch Iii) 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 48 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$597,253 is reasonable (approximately the 100th 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.