

St Luke's Health Clinical Operations

Executive Director / CEO

EIN 273733278
 TX · NTEE E210
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **T Douglas Lawson Phd, Executive Director / CEO** (\$209,833) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: T Douglas Lawson Phd — reported title "CEO OF CHI ST. LUKE'S HEALTH SYSTEM", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E210).
BUDGET	Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E21), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,730	\$46,198	\$76,285	\$211,791	\$385,856	\$209,833
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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
Central Iowa Health System	IA	\$0	Market President (Fr 01/24)	\$88,339	\$93,922	2024
St Joseph's Health Inc	NJ	\$0	President/ceo	\$341,477	\$296,045	2024
Unity Health System Inc	NY	\$0	Ceo	\$62,774	\$55,080	2024
Deaconess Health Care Services Co	OH	\$0	Chief Executive Officer	\$213,102	\$219,164	2024
New York Queens Charter Ventures Inc	NY	\$0	Director	\$76,947	\$67,515	2024
Crouse Health System Inc	NY	\$0	President & Ceo	\$62,442	\$54,789	2024
Montgomery General Health	WV	\$0	President/ceo	\$3,496	\$3,676	2024
Belmont Community Hospital	OH	\$0	Director, President	\$106,662	\$109,696	2024
Advocate Health Inc	NC	\$0	Co-chief Executive Officer	\$18,576,902	\$19,188,893	2023
Main Line Diversified Services Inc	PA	\$0	President & Ex-officio Trustee	\$597,253	\$595,415	2023
Mercy Home Health Services	PA	\$0	Dir; Pres & Ceo Mid-atlantic Region	\$74,073	\$73,845	2023
Sarah Bush Lincoln Health System	IL	\$0	President	\$80,102	\$78,725	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Florida Health Inc	FL	\$0	Ceo	\$250,000	\$234,783	2023
Elliot Health System	NH	\$0	President & Ceo, Solutionhealth	\$205,476	\$189,670	2023
Brooklyn Health Inc	NY	\$0	President & Ceo, Ex-officio	\$12,234	\$11,052	2023
Hunterdon Regional Community	NJ	\$0	Trustee - President/ceo	\$32,673	\$29,163	2023
Carle Health - West Region	IL	\$0	Ex Officio, Non-voting // Officer - President, Carle Health - West Region	\$44,092	\$43,334	2023
Camden-clark Health Services Inc	WV	\$0	Ccmc President Ceo	\$36,902	\$39,943	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	18 organizations. Compensation range \$3,676–\$19,188,893; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$0); for reference, expenses \$0 and assets \$0.
ROLE MATCH	T Douglas Lawson Phd, reported title "CEO OF CHI ST. LUKE'S HEALTH SYSTEM", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	72 nd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 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 (T Douglas Lawson Phd) 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 18 similarly situated organizations (Same NTEE sector (E21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$209,833 is reasonable (approximately the 72nd 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.