

American Society Of Addiction Medicine

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ezra Lyon Md, Executive Director / CEO** (\$7,245) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Ezra Lyon Md — reported title “MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

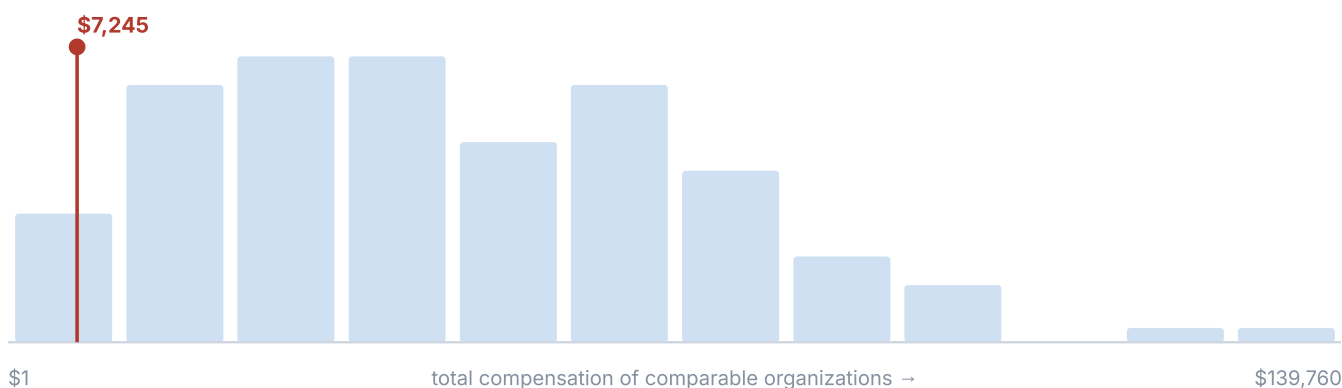
SECTOR Organizations sharing the subject's NTEE classification (F20).

BUDGET Total revenue between \$185,870 and \$416,127 — 0.67x to 1.50x the subject's \$277,418 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,880

\$25,852

\$43,102

\$63,618

\$80,479

\$7,245

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$7,245



■ 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 WI 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
Angels In Flight Recovery Center	GA	\$277,363	President	\$41,600	\$40,051	2024
Clay Student Leadership Inc	TX	\$279,317	President	\$15,833	\$15,165	2024
Freedom Center	MS	\$279,581	Executive Di	\$13,000	\$13,864	2024
Rose Garden Recovery Community Inc	IN	\$279,654	Executive Dir.	\$28,408	\$28,685	2024
Trinity Counseling Center Of Florida Inc	FL	\$281,074	Ceo	\$17,177	\$15,451	2024
Simple Living Inc	MA	\$273,430	Executive Di	\$62,400	\$53,692	2024
Mississippi Harm Reduction Initiative	MS	\$272,586	Executive Director	\$39,423	\$42,042	2024
Baltimore Intergroup Council Of Aa	MD	\$271,749	Administrator/special Worker	\$39,577	\$36,476	2023
Nar-anon Family Group Headquarters Inc	CA	\$271,647	Executive Director	\$50,170	\$41,482	2024
Raven Cares Inc	KY	\$269,768	President	\$42,308	\$44,809	2023
A Way Forward Inc	CO	\$286,064	Executive Dir.	\$40,334	\$37,032	2024
Standing Strong Inc	MD	\$286,743	Ceo	\$1,950	\$1,798	2023
Nashville Peacemakers	TN	\$268,074	Ceo	\$64,260	\$64,677	2024
Abw Inc	OH	\$287,580	Ceo	\$32,936	\$33,402	2024
Mountain High Recovery Center	CA	\$288,063	Executive Dir.	\$39,236	\$32,441	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Dawn Recovery Services Inc	WI	\$266,649	Executive Di	\$75,000	\$77,215	2023
The Second Story Foundation	IL	\$265,869	Executive Director	\$41,667	\$39,223	2024
Jesus Inn Ministries Inc	OK	\$265,681	President	\$59,614	\$64,711	2023
Recovery Wellness Initiative Inc	ME	\$263,788	Volunteer Coordinator	\$18,782	\$18,008	2024
Hope House Ministry Inc	IN	\$262,824	Executive Di	\$61,478	\$62,078	2024
Broken Chains Inc	TX	\$262,071	Ceo Director & Founder	\$30,588	\$30,163	2023
Anything Helps	MN	\$294,114	Executive Director	\$16,808	\$15,903	2024
Decatur Prevention Initiative Inc	GA	\$295,167	Executive Director	\$98,998	\$98,128	2023
Still Worthy Inc	SC	\$295,655	Co-founder	\$13,790	\$14,182	2023
New Hope Philly Inc	PA	\$296,738	Executive Director	\$64,971	\$62,039	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 123 organizations. Compensation range \$1–\$139,760; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$277,418); for reference, expenses \$257,741 and assets \$180,791.

ROLE MATCH Ezra Lyon Md, reported title "*MEMBER*", 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	2 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	3 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 (Ezra Lyon Md) 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 123 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,245 is reasonable (approximately the 3rd 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.