

Byron Wellness System Inc

Executive Director / CEO

EIN 475285597
 IN · NTEE E19
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Debra J Lambert, Executive Director / CEO** (\$225,488) against **every comparable organization** that fit the selection criteria — **763** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Debra J Lambert — reported title “Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E19).
BUDGET	Total revenue between \$127,565 and \$285,594 — 0.67x to 1.50x the subject's \$190,396 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

763 organizations qualified on sector, size, and geography → **763** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,471	\$22,993	\$42,872	\$65,502	\$95,738	\$225,488
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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 IN 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
Relevant Pregnancy Options Center	IL	\$190,181	Executive Director	\$53,620	\$48,554	2024
E4 Project Inc	CO	\$190,089	Cofounder/pr	\$67,000	\$60,921	2023
Flint Hills Community Clinic Inc	KS	\$190,080	Clinic Direc	\$72,021	\$73,782	2023
Two Hearts Pregnancy Care Center	KY	\$190,779	Exec Director	\$33,923	\$34,560	2023
New Dawn Pregnancy Resource Center Inc	WI	\$189,821	Executive Director	\$49,816	\$49,334	2023
Higher Ground Healing	CO	\$189,695	President	\$1,500	\$1,325	2024
New Beginnings Center Of Hope Inc	NY	\$191,119	Ceo	\$85,000	\$72,835	2023
Adirondack-appalachian Regional Ems	NY	\$191,174	Former Sec/treasurer/administrato	\$12,923	\$10,756	2024
West Virginia Oral Health Coalition	WV	\$189,606	Coordinator	\$68,490	\$68,303	2024
Roane General Hospital Foundation Inc	WV	\$191,571	Chairman/president	\$46,592	\$46,464	2024
Restore Hope	NH	\$191,675	Executive Director	\$90,000	\$74,570	2025
Island Nursing Home Inc	ME	\$191,788	Finance Cont	\$63,336	\$58,415	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chas Health Foundation	WA	\$188,796	Ceo Of The Corporate Member	\$51,463	\$42,438	2024
Gifts Of Grace Adoption	IN	\$188,428	Pres/exec Di	\$16,067	\$15,606	2024
North Wayne Ambulance Service	IL	\$192,487	Sec/treas Asst Coordinator	\$18,835	\$17,559	2023
The Danielle House Inc	NY	\$192,634	Executive Di	\$36,725	\$31,469	2023
South Dakota Dental Foundation	SD	\$192,664	Executive Director	\$20,075	\$21,009	2023
The Good Shepherd Lutheran Foundation	MN	\$192,667	President/ceo/administrato	\$24,601	\$23,051	2023
Delray Medical Center Medical Staff Corp	FL	\$192,926	President	\$17,500	\$15,142	2024
New Mexicare	NM	\$187,361	President	\$2,400	\$2,377	2024
Smile For A Lifetime Inc	CO	\$193,645	Executive Dir.	\$79,200	\$69,948	2024
Potosi Rescue Squad Inc	WI	\$193,676	Chief	\$3,190	\$3,068	2024
Earthwide Surgical Foundation	MO	\$193,913	President	\$80,000	\$80,349	2023
Turning Point Seattle Dba Canopy	WA	\$194,170	Executive Director	\$99,447	\$82,007	2024
His Healing Hands Urgent Care	MI	\$194,265	President	\$53,000	\$50,386	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	763 organizations. Compensation range \$55–\$907,986; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$190,396); for reference, expenses \$340,844 and assets \$2,997,159. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Debra J Lambert, reported title " <i>Chief Executive Officer</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	182 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	34 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	84 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 (Debra J Lambert) 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 763 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$225,488 is reasonable (approximately the 98th 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.