

The Conversation Group

Executive Director / CEO

EIN 852247303

TX · NTEE J21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Lambert, Executive Director / CEO** (\$117,375) against **every comparable organization** that fit the selection criteria — **471** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Scott Lambert — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J21).
BUDGET	Total revenue between \$271,737 and \$608,368 — 0.67x to 1.50x the subject's \$405,579 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

471 organizations qualified on sector, size, and geography → **471** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,747	\$22,446	\$63,864	\$90,654	\$128,318	\$117,375
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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
Torch 180	MI	\$405,826	President	\$63,250	\$65,264	2024
Ironworkers 549 Joint Apprentice Training Fund	WV	\$405,210	President	\$64,084	\$69,365	2024
Fire Fighters Of Boca Raton Local 1560	FL	\$405,964	President	\$27,971	\$26,268	2024
Conexion Inc	MA	\$404,349	Executive Director	\$137,960	\$123,934	2024
Alliance 98	IL	\$403,906	Chief Executive Office	\$60,000	\$60,710	2023
Medtech & Biotech Veterans Program Inc	MA	\$407,344	President And Executive Director	\$102,307	\$91,906	2024
Wisconsin Building Trades Council	WI	\$403,241	Excecutive Director	\$158,872	\$170,768	2023
Clark County Deputy Sheriffs Guild	WA	\$403,114	President	\$7,200	\$6,635	2023
Attleboro Area School To Career	MA	\$401,358	Executive Direc	\$25,568	\$22,377	2025
Mission Accomplished Transition Services Inc	NY	\$411,016	Chief Coach And Founder	\$70,000	\$65,102	2023
King County Corrections Guild	WA	\$412,407	President	\$34,109	\$31,430	2023
Youth Employment Program Inc	ID	\$398,435	Executive Director	\$28,000	\$30,656	2023
United Methodist College	VA	\$412,993	Dean And Exec Director	\$105,060	\$98,795	2025
Riverview Production Inc	OH	\$413,045	Treasurer	\$15,600	\$17,006	2023
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$26,162	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Jobs And The Economy	CA	\$413,937	President	\$10,425	\$8,999	2024
American Federation Of Government Employees Afl Cio Local 3369	NY	\$414,026	3rd Vice President	\$1,350	\$1,256	2023
Amalgamated Union Local 1 Noitu	NY	\$414,611	President	\$151,711	\$141,095	2023
International Narcotics	TN	\$396,252	Executive Di	\$28,975	\$31,347	2023
Sound Employment Services	WA	\$395,680	Executive Director	\$63,012	\$58,063	2023
Lancaster Education Association	PA	\$415,826	President	\$6,918	\$6,897	2024
Springforward Ventures Inc	MD	\$395,037	Executive Director	\$31,366	\$28,559	2025
Teamsters Local 703 Labor-management	IL	\$416,350	Trustee	\$86,324	\$84,840	2024
New Ulm Fire Department Relief Assn	MN	\$416,433	President	\$2,700	\$2,667	2024
Natl Postal Mail Handlers Union	OR	\$416,772	President	\$60,542	\$57,865	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 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 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 **471** organizations. Compensation range \$18–\$557,788; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$405,579); for reference, expenses \$291,482 and assets \$262,226.

ROLE MATCH	Scott Lambert, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	68 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	87 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	78 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 (Scott 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 471 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,375 is reasonable (approximately the 87th 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.