

Minnesota Center For Health Care Ethics

Executive Director / CEO

EIN 134236053
 MN · NTEE E113
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Dr Karen Gervais Ph D, Executive Director / CEO** (\$168,450) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Dr Karen Gervais Ph D — reported title "CEO/COO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E113).
BUDGET	Total revenue between \$246,259 and \$551,328 — 0.67x to 1.50x the subject's \$367,552 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,158	\$24,577	\$48,412	\$94,043	\$191,296	\$168,450
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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 MN 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
St Thomas Foundation Inc	LA	\$368,438	President	\$20,700	\$23,068	2024
Obcc Othello Qalich	WA	\$363,286	President	\$31,941	\$28,941	2024
Smh Foundation	LA	\$374,390	Executive Dir.	\$120,525	\$134,311	2024
Southeastern Missouri Area Health	MO	\$358,784	Executive Director	\$62,168	\$66,638	2024
Human Technologies Properties	NY	\$358,691	President/chief Executive	\$14,388	\$13,158	2024
Willamette Valley Insurance Corporation	HI	\$358,192	President/director	\$104,173	\$97,177	2023
The Health Source Group	MO	\$380,579	Interim Market President (Start 8/2022 - End 12/2022)	\$54,191	\$59,803	2023
Roh Investment Co Inc	TN	\$381,158	President/director	\$192,519	\$210,847	2023
Carthage Area Hospital Foundation Inc	NY	\$353,310	Executive Director	\$29,554	\$27,027	2024
Daughters Of Charity Services Of New	LA	\$382,360	President/ceo/ex-officio	\$17,775	\$20,393	2023
Lehigh Qalich Inc	FL	\$383,066	Director/pre	\$156,813	\$149,086	2024
Genesys Volunteers	MI	\$383,251	President (End 9/23)	\$25,158	\$26,280	2024
Pikeville Medical Center Foundation For	KY	\$351,758	Board Member/pmc President/ceo	\$50,061	\$54,431	2024
Longs Peak Hospital Foundation	CO	\$384,611	President, Lph & Bh	\$8,173	\$7,931	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Jude's Ranch For Children	NV	\$385,324	Ceo	\$5,375	\$5,614	2023
Newark-wayne Community Hospital	NY	\$387,172	President, Foundations	\$68,936	\$63,042	2024
Ffmc Support Organization	TN	\$346,664	President	\$6,465	\$7,081	2023
Friends Of New York City Nurse Family	NY	\$389,558	Executive Director	\$90,000	\$82,305	2024
Wschc Support Corporation	MD	\$342,000	Treasurer	\$42,960	\$39,599	2025
St Luke Community Healthcare Foundation	MT	\$393,565	Director/hospital Ceo	\$23,323	\$26,195	2023
Grove Manor Foundation	PA	\$340,917	Chief Executive Officer	\$27,000	\$28,055	2023
Treasure Coast Community Health Foundation	FL	\$337,499	Ceo	\$48,270	\$47,247	2023
Bellin Gundersen Health System Inc	WI	\$399,871	Chief Executive Officer, Ex-officio	\$68,728	\$72,641	2024
Zufall Health Foundation Inc	NJ	\$334,603	Trustee - President/ceo Zhc	\$43,512	\$39,317	2024
Pchd Foundation Incorporated	ID	\$333,493	Executive Di	\$5,867	\$6,316	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	91 organizations. Compensation range \$4,006–\$750,547; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$367,552); for reference, expenses \$336,271 and assets \$102,317.
ROLE MATCH	Dr Karen Gervais Ph D, reported title "CEO/COO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	76 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	27 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 (Dr Karen Gervais Ph D) 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 91 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$168,450 is reasonable (approximately the 89th 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.