

# Advocates For Upstate Medical University University Hospital Inc

Executive Director / CEO

EIN 160915951

NY · NTEE E22I

FY ending 2025-05-31

June 13, 2026

This analysis benchmarks the total compensation of **Jonathan Adler, Executive Director / CEO** (\$13,365) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Jonathan Adler — reported title “ADMINISTRATIVE COORDINATOR”, 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 (E22I).

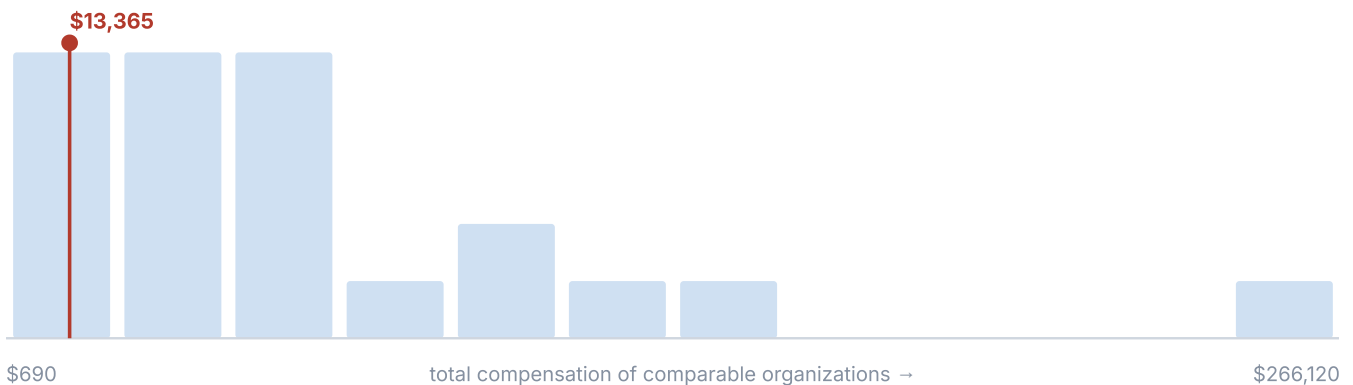
**BUDGET** Total revenue between \$101,741 and \$227,779 — 0.67x to 1.50x the subject's \$151,853 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$12,545</b> 10TH	<b>\$27,102</b> 25TH	<b>\$47,607</b> MEDIAN	<b>\$84,467</b> 75TH	<b>\$130,227</b> 90TH	<b>\$13,365</b> THIS ORG · 14TH
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**\$13,365**



## ■ 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 NY 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
<a href="#">Eastern New Mexico Medical Center</a>	NM	\$151,822	President	\$10,268	<b>\$12,545</b>	2024
<a href="#">Mendocino Coast Healthcare Foundation</a>	CA	\$149,661	Executive Director	\$128,956	<b>\$130,227</b>	2023
<a href="#">Robert Packer Hospital Auxiliary</a>	PA	\$157,384	Director - Pres/ceo Rph	\$42,922	<b>\$50,058</b>	2023
<a href="#">Anderson Support And Development</a>	MS	\$159,804	President	\$37,629	<b>\$47,607</b>	2024
<a href="#">Tuh - Jeanes Campus Auxiliary</a>	PA	\$160,404	Hospital Admin Rep	\$37,019	<b>\$43,174</b>	2023
<a href="#">Humboldt Health Foundation</a>	CA	\$162,081	Ceo	\$35,641	<b>\$34,959</b>	2024
<a href="#">Waverly Health Center Foundation</a>	IA	\$139,330	Former Treasurer	\$49,532	<b>\$63,426</b>	2023
<a href="#">Nationwide Children's Hospital Inc</a>	OH	\$166,331	Director / Ceo - Nch	\$70,206	<b>\$84,467</b>	2024
<a href="#">Presence Health Partners Services</a>	MO	\$168,408	Director (End 12/2022)	\$49,417	<b>\$61,211</b>	2023
<a href="#">Greene County General Hospital Foundation</a>	IN	\$173,967	Foundation Director	\$89,500	<b>\$107,213</b>	2024
<a href="#">Sisters Of St Joseph Of St Mark</a>	OH	\$127,740	President	\$7,500	<b>\$9,023</b>	2024
<a href="#">Share Foundation Of Community Hospitals</a>	OH	\$184,367	Director/regional Market President	\$75,084	<b>\$90,336</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Saunders Hospital</a>	IL	\$115,505	President	\$600	<b>\$690</b>	2023
<a href="#">Sheffield Area Medical Center Inc</a>	PA	\$108,890	Executive Director	\$17,612	<b>\$20,540</b>	2023
<a href="#">Och Holdings</a>	TX	\$107,867	Director & President	\$234,201	<b>\$266,120</b>	2024
<a href="#">Sarah Bush Lincoln Health</a>	IL	\$198,253	Dir Voluntee	\$24,638	<b>\$27,515</b>	2024
<a href="#">Nmc Services Inc</a>	TN	\$102,968	Chief Wind-down Officer	\$12,638	<b>\$15,090</b>	2024
<a href="#">Health Development Corporation</a>	IN	\$215,119	President	\$27,580	<b>\$33,039</b>	2024
<a href="#">Upmc Pinnacle Lancaster</a>	PA	\$216,898	President & Coo	\$124,650	<b>\$145,373</b>	2023
<a href="#">Burgess Foundation</a>	IA	\$219,525	President/ceo - Bhc Thru 6/2023	\$21,165	<b>\$27,102</b>	2023
<a href="#">Medical And Dental Staff Of Holy Cross</a>	MD	\$219,857	President	\$50,000	<b>\$53,100</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 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 NY 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$690–\$266,120; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$151,853); for reference, expenses \$152,073 and assets \$260,285.
ROLE MATCH	Jonathan Adler, reported title <i>"ADMINISTRATIVE COORDINATOR"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	14 <sup>th</sup>

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 (Jonathan Adler) 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 13, 2026, comparing compensation against 21 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,365 is reasonable (approximately the 14<sup>th</sup> 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 13, 2026.