

# West Bergen Mental Healthcare

Executive Director / CEO

EIN 200065463

NJ · NTEE T70

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Carlton Meier, Executive Director / CEO** (\$37,132) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (T70).

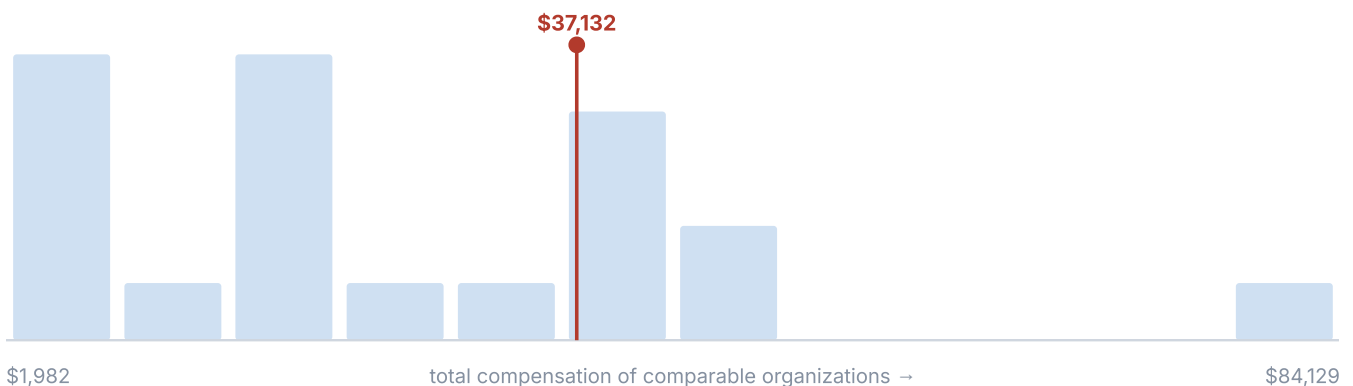
**BUDGET** Total revenue between \$50,015 and \$111,975 — 0.67x to 1.50x the subject's \$74,650 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

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

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$3,254</b>	<b>\$12,401</b>	<b>\$21,534</b>	<b>\$38,960</b>	<b>\$45,382</b>	<b>\$37,132</b>
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 65TH



## ■ Comparable organizations

P50
P75
P90  
\$3,254
\$12,401
\$21,534
\$38,960
\$45,382

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 NJ cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
John & Rose Herman Support Foundation	MI	\$75,395	<b>\$30,276</b>	990
United Way Of South Central Ky Inc	KY	\$76,185	<b>\$45,080</b>	990
United Way Of Obion County	TN	\$69,304	<b>\$20,645</b>	990
American Football Coaches Foundation	TX	\$81,069	<b>\$16,851</b>	990
United Way Of Southern Columbiana	OH	\$67,340	<b>\$22,658</b>	990
Morgan County Civic Services	IL	\$65,956	<b>\$1,982</b>	990
United Way Of Nodaway County	MO	\$65,915	<b>\$14,655</b>	990
Jewish Federation Of Cape Cod Inc	MA	\$87,568	<b>\$3,279</b>	990
Graham Area United Way	TX	\$92,315	<b>\$38,889</b>	990
United Way Of Rusk County Inc	TX	\$53,642	<b>\$5,548</b>	990
Jackson County United Givers Fund	AL	\$96,140	<b>\$3,025</b>	990
Hilliard Family Foundation Inc	WI	\$53,060	<b>\$5,637</b>	990
Taylor Strickland Legacy Foundation	GA	\$51,150	<b>\$16,892</b>	990
Rose Hill Foundation Inc	NY	\$51,043	<b>\$48,097</b>	990
Steuben County United Way Inc	IN	\$101,399	<b>\$39,171</b>	990
Hilton Head Heroes Inc	SC	\$102,691	<b>\$84,129</b>	990
Foundation For Health Advancement Inc	NJ	\$103,660	<b>\$22,423</b>	990
Bryan County United Way	OK	\$108,589	<b>\$39,243</b>	990
Sunrise Residential Inc	IL	\$109,508	<b>\$18,705</b>	990
United Way Of Sullivan County Inc	NY	\$110,127	<b>\$38,123</b>	990

## ■ 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 NJ 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	20 organizations. Compensation range \$1,982–\$84,129; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$74,650); for reference, expenses \$91,806 and assets \$1,774,966.
ROLE MATCH	Carlton Meier, reported title " <i>CHIEF FINANCIAL OFFICER</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	5 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Carlton Meier) 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 20 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,132 is reasonable (approximately the 65<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). 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.