

Medical Dental Staff Of Morristown Mem

Executive Director / CEO

EIN 223100321

NJ · NTEE E99Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Harvey Gerhard, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Harvey Gerhard — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E99Z).

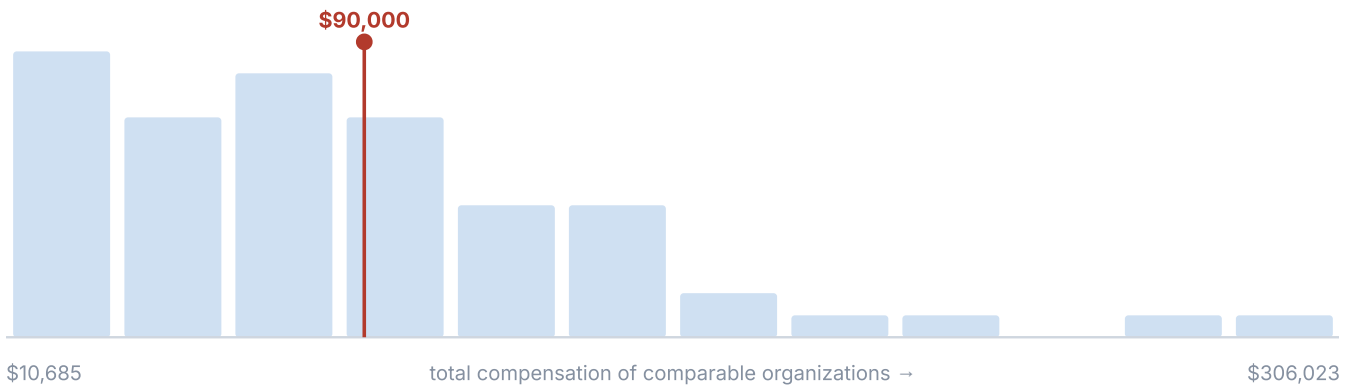
BUDGET Total revenue between \$328,735 and \$735,975 — 0.67x to 1.50x the subject's \$490,650 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,917	\$40,444	\$80,595	\$114,791	\$154,023	\$90,000
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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 NJ 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
Berkshire Nursing Families Inc	MA	\$490,257	Executive Di	\$74,178	\$72,734	2025
Familycook Community Table Ltd	NY	\$487,254	President	\$36,000	\$37,511	2023
Alternative Healing Network	CA	\$478,152	President & Ceo	\$13,865	\$13,409	2024
National Urea Cycle Disorders Foundation	CA	\$518,249	President	\$45,000	\$44,807	2023
Charitable Trust Of The Missouri	MO	\$519,009	Executive Di	\$27,139	\$31,364	2025
Cancer Resource Centers Of Mendo Co	CA	\$519,606	Executive Director	\$77,704	\$75,151	2024
Holistic Riding Equestrian Therapy	IL	\$520,970	President & Exec Dir	\$72,500	\$82,188	2023
Bionic Project Inc	MA	\$458,663	Executive Director	\$95,255	\$95,871	2024
Mercy Healthcare Foundation	ND	\$454,793	Former Interim President	\$33,860	\$42,847	2023
Allen Medical Center Medical Office Building	OH	\$526,873	President Lorain & Youngstown Market	\$250,569	\$306,023	2023
Anabaptist Health Ministries Inc	WI	\$529,931	President & Director	\$104,675	\$122,439	2024
Elderly Oral Health Care Consu	MI	\$532,095	Program Direc	\$130,000	\$150,287	2024
Barlow Foundation	CA	\$446,546	President & Ceo	\$31,210	\$30,184	2024
Living Our Visions Inc	WI	\$536,657	Executive Dir.	\$69,120	\$83,239	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pacific Communities Health District Fnd	OR	\$434,715	Executive Director	\$36,574	\$38,041	2024
Medical Dental Staff Of Jersey City	NJ	\$431,794	President	\$21,530	\$21,530	2024
American Foundation Of Savoy Orders Incorporated	NY	\$550,856	Secretary	\$62,400	\$63,154	2024
Agewell Pace	CA	\$428,704	Ceo	\$50,052	\$49,837	2023
Adult & Teen Challenge Virginia Inc	VA	\$553,048	President Ceo	\$98,781	\$109,980	2023
Genesis House Inc	MT	\$560,055	Program Director	\$79,329	\$93,306	2025
Community Health Center	GA	\$563,850	Director, Ceo	\$104,742	\$117,957	2024
Pro Choice Virginia Foundation	VA	\$572,630	Executive Director	\$56,904	\$63,356	2023
Harper County Health Foundation	KS	\$398,841	Executive Dir.	\$20,000	\$24,200	2024
Audiology With A Heart Inc	FL	\$584,187	Director	\$84,437	\$88,842	2024
Deserving Dental Org	CO	\$585,462	Executive Di	\$157,300	\$168,935	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 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.

■ Sample, role match & sensitivity

PEER COUNT **63** organizations. Compensation range \$10,685–\$306,023; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$490,650); for reference, expenses \$410,752 and assets \$930,118.
ROLE MATCH	Harvey Gerhard, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	59 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	44 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 (Harvey Gerhard) 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 63 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 59th 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.