

Nebraska Methodist Health System

Executive Director / CEO

EIN 363699672
 NE · NTEE Y20Z
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Stephen L Goeser, Executive Director / CEO** (\$281,592) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 100th percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Stephen L Goeser — reported title “PRES & CEO NEBR METHODIST”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Y20Z).

BUDGET Total revenue between \$30,471 and \$68,220 — 0.67x to 1.50x the subject's \$45,480 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$870	\$1,665	\$4,262	\$13,024	\$22,242	\$281,592
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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 NE 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
Norway Pine Grove Cemetery Corp	ME	\$45,624	President	\$1,000	\$904	2024
Lehigh Zion Cemetery Association	PA	\$45,079	President	\$1,494	\$1,345	2024
Employee Contribution Veba Trust	CA	\$44,869	Cfo, Pepperdine University	\$36,961	\$28,823	2024
Pocono Health System Medical	PA	\$46,304	President	\$16,860	\$15,183	2024
Kn Consultants Ltd	NY	\$46,804	Executive Director	\$12,000	\$9,793	2024
Oak Grove Cemetery Wills Township Inc	IN	\$42,902	President	\$300	\$278	2025
Fairview Cemetary Association	NY	\$42,808	President&super	\$2,610	\$2,193	2023
New Deal Lodge Inc	NY	\$41,563	Chairman/pre	\$6,000	\$4,896	2024
Claggett Cemetery Corporation	OR	\$49,474	Vice President	\$12,000	\$10,064	2024
Icd Medical Premium Plan	IN	\$40,135	Trustee	\$9,600	\$9,413	2023
Maxus Retirees Modified Medical Benefits	TX	\$50,882	Committee Member	\$4,000	\$3,613	2024
Euclid Health Trust	OH	\$52,173	Trustee	\$16,050	\$15,352	2024
Fraternal Order Of Eagles 3730 Auxiliary	MO	\$52,914	Secretary	\$1,319	\$1,229	2025
Lutheran Cemetery Association	WI	\$53,088	Sectreas	\$9,000	\$8,269	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Princeton Abbey And Cemetery Inc	TX	\$37,864	Chief Executive Officer	\$16,649	\$15,040	2024
Washington Teachers Union Option 2	DC	\$37,768	Chairperson	\$2,198	\$1,742	2024
New Oxford Cemetery Association	PA	\$53,324	Treasurer/se	\$3,500	\$3,152	2024
Adrian Retiree Health Benefit	MI	\$36,755	Veba Committ	\$7,400	\$6,898	2024
Royal Arch Masons Of California	CA	\$35,895	Recorder	\$16,146	\$12,963	2023
Independent Benevolent Societ Of Albany	NY	\$55,542	Treasurer	\$2,000	\$1,680	2023
Pennichuck Water Works Inc	NH	\$35,406	Chief Executive Officer	\$15,838	\$13,207	2024
Highland Memorial Cemetary	ME	\$55,581	Superintende	\$19,600	\$17,724	2024
Boonville Cemetery Association Inc	NY	\$55,777	President	\$1,517	\$1,238	2024
Free And Accepted Masons Hesperian Lodge 262	CA	\$55,813	Secretary	\$3,000	\$2,409	2023
Black Point Cemetery Corporation	ME	\$55,840	Treasurer	\$4,606	\$4,165	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE cost of living and 2023 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 NE 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	48 organizations. Compensation range \$225–\$82,233; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$45,480); for reference, expenses \$58,351 and assets \$888,290.
ROLE MATCH	Stephen L Goeser, reported title "PRES & CEO NEBR METHODIST", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Stephen L Goeser) 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 48 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$281,592 is reasonable (approximately the 100th 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.