

United Religions Initiative

Executive Director / CEO

EIN 208008593

CA · NTEE T990

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gerard B White, Executive Director / CEO** (\$39,426) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Gerard B White — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T990).

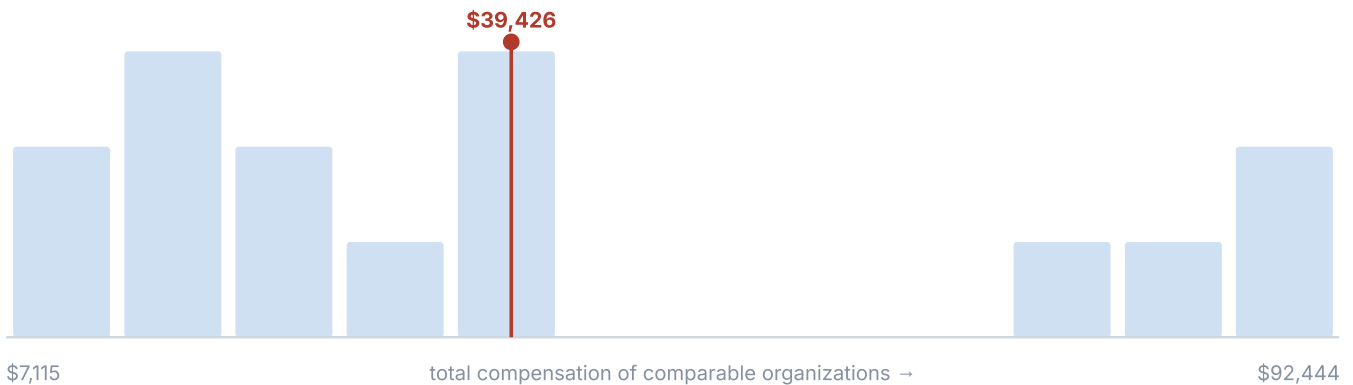
BUDGET Total revenue between \$79,971 and \$179,041 — 0.67x to 1.50x the subject's \$119,361 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T99), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,016	\$19,371	\$29,807	\$58,466	\$87,705	\$39,426
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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 CA 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
The Saban Charitable Support Fund	CA	\$118,532	Assistant Secretary	\$35,872	\$35,872	2023
The Butterfly Foundation	CO	\$126,917	Executive Member	\$16,501	\$18,324	2023
Proteus Syndrome Foundation	TN	\$110,610	Executive Di	\$20,000	\$24,346	2023
The Born To Run Foundation Inc	MA	\$110,132	Vice President	\$20,200	\$20,418	2024
Dyersville Health Foundation Inc	IA	\$109,845	Dir & Exec Dir At 8/22; Dev. Officer	\$33,068	\$41,931	2023
Wyoming County Business Center Inc	NY	\$135,281	President/ceo	\$17,402	\$18,211	2023
Stephens County Hospital	GA	\$136,680	Ceo	\$21,043	\$23,800	2024
Bellows Family Foundation	IL	\$139,463	Vice President & Treasurer	\$80,133	\$91,233	2023
Muslim Sisters Of Staten Island Inc	NY	\$142,095	Executive Director	\$7,000	\$7,115	2024
Broadway House For Continuing Care Fd	NJ	\$89,850	Board Chair	\$11,172	\$11,220	2024
Temple B'rith Kodesh Foundation	NY	\$151,828	Executive Director	\$28,483	\$29,807	2023
Intervalien Foundation	CA	\$84,181	President/director	\$75,000	\$75,000	2023
Red Lodge Fire Rescue Foundation	MT	\$165,522	Executive Dir.	\$67,968	\$82,413	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grace Legacy Builders Inc	MI	\$168,161	President/di	\$79,622	\$92,444	2024
Brighter Journeys	PA	\$178,611	President	\$32,500	\$37,533	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	15 organizations. Compensation range \$7,115–\$92,444; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$119,361); for reference, expenses \$1,434,427 and assets \$13,845,508. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gerard B White, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	67 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	80 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 (Gerard B White) 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 15 similarly situated organizations (Same NTEE sector (T99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,426 is reasonable (approximately the 67th 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.