

United Black Fund Inc

Executive Director / CEO

EIN 237067271

DC · NTEE T70Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Barry Lenoir, Executive Director / CEO** (\$29,490) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Barry Lenoir — 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 (T70Z).

BUDGET Total revenue between \$82,287 and \$184,225 — 0.67x to 1.50x the subject's \$122,817 (the band tightens as size grows).

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

40 organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,318

total compensation of comparable organizations →

\$1,243,222

\$3,492

\$21,142

\$39,891

\$64,293

\$84,396

\$29,490



● 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 DC 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
Mercy Foundation Inc	IL	\$122,424	Director; President & Ceo Thr 7/22	\$1,077,862	\$1,243,222	2023
United Way Of Mon Valley	PA	\$121,791	Executive Di	\$85,414	\$97,065	2024
Kewanee Area United Way	IL	\$124,676	Executive Director	\$14,560	\$16,794	2023
Hector Volunteer Fire Department	MN	\$126,161	Ceo/trustee	\$2,000	\$2,318	2023
Clearfield Area United Way	PA	\$128,599	Executive Dir.	\$28,390	\$32,263	2024
Northwoods United Way	WI	\$115,323	Executive Di	\$18,355	\$21,845	2024
Charitable Foundation Usa	FL	\$115,291	Ceo, Director	\$15,000	\$16,058	2024
Jennings County United Wayinc	IN	\$112,967	Executive Director	\$52,627	\$63,244	2024
Lutheran Charities	NY	\$134,779	Chief Executive Officer	\$81,828	\$84,262	2024
United Way Of Sullivan County Inc	NY	\$110,127	Chief Professional Officer	\$36,587	\$38,788	2023
The Seltzer Family Foundation	NY	\$135,608	Trustee	\$69,484	\$73,663	2023
Sunrise Residential Inc	IL	\$109,508	Residential Man	\$16,500	\$19,031	2023
Bryan County United Way	OK	\$108,589	Executive Director	\$31,820	\$39,928	2024
United Way Of Scott County Indiana Inc	IN	\$137,748	Executive Director	\$32,734	\$38,323	2025
United Way Of Boone County Il	IL	\$139,304	Executive Di	\$58,470	\$67,440	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
George Rogers Clark Athletic Boosters	KY	\$139,411	Cfo	\$6,943	\$8,751	2023
Caledonia Conservancy Ltd	WI	\$140,610	Executive Director	\$39,984	\$47,586	2024
United Way Of Chaves County	NM	\$141,197	Executive Director	\$57,644	\$70,652	2024
Foundation For Health Advancement Inc	NJ	\$103,660	President & Ceo	\$23,016	\$22,814	2025
Money Management Education	WI	\$142,188	President & Ceo	\$21,539	\$25,634	2024
Hilton Head Heroes Inc	SC	\$102,691	Director	\$72,000	\$85,597	2024
Steuben County United Way Inc	IN	\$101,399	Executive Director	\$33,164	\$39,854	2024
United Way Of Guernsey And Noble Counties Inc	OH	\$146,754	Exective Director	\$36,278	\$45,080	2023
Roundup Cowboys Association	TX	\$148,460	President	\$2,874	\$3,276	2024
Jackson County United Givers Fund	AL	\$96,140	Executive Secretary	\$2,500	\$3,078	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **40** organizations. Compensation range \$2,318–\$1,243,222; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$122,817); for reference, expenses \$112,250 and assets \$472,377.

ROLE MATCH	Barry Lenoir, reported title " <i>President</i> ", 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	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	33 rd
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	23 rd

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 (Barry Lenoir) 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 40 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,490 is reasonable (approximately the 33rd 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.