

United Church Residences Of Ashland

Executive Director / CEO

EIN 311358126

OH · NTEE L20Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Renner, Executive Director / CEO** (\$50,772) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

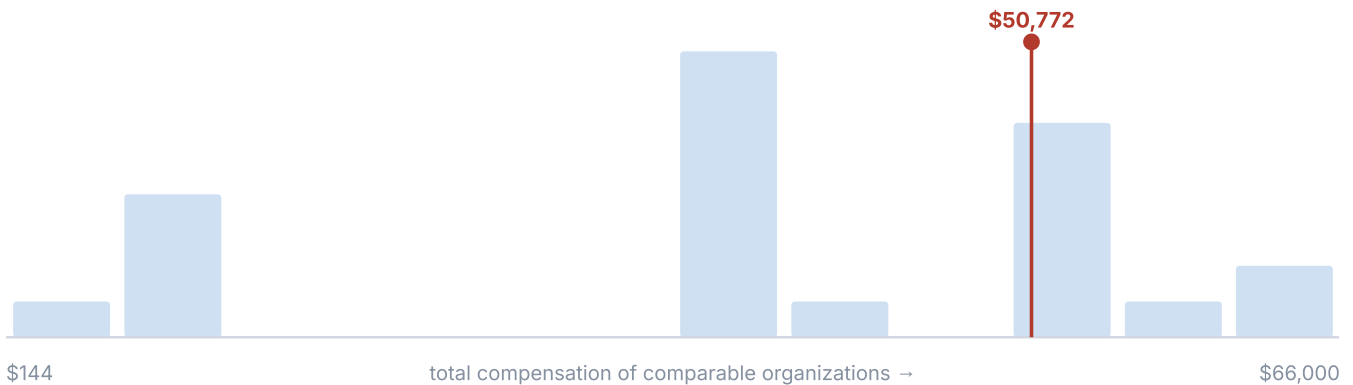
Benchmarked executive: John Renner — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$230,721 and \$516,540 — 0.67x to 1.50x the subject's \$344,360 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20) + OH + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,356	\$35,241	\$35,241	\$50,772	\$56,788	\$50,772
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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 OH 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
United Church Residences Of Ellicott	OH	\$343,916	Treasurer	\$34,230	\$35,241	2023
The Disability Foundation Inc	OH	\$340,853	Executive Dir.	\$140	\$144	2023
United Church Residences Of Oxford	OH	\$347,987	Treasurer	\$50,772	\$50,772	2024
Lutheran Social Services Of Central Ohio	OH	\$361,947	President & Ceo	\$9,088	\$9,356	2023
United Church Residences Of Rome Georgia Inc	OH	\$362,856	Treasurer	\$50,772	\$50,772	2024
United Church Residences Of South Horn Lake	OH	\$365,136	Treasurer	\$34,230	\$35,241	2023
Preble Co Habitat For Humanity Inc	OH	\$377,563	Executive Di	\$59,521	\$61,279	2023
United Church Residences Of Immokalee	OH	\$379,617	Treasurer	\$50,772	\$50,772	2024
United Church Residences Of Fredonia New York	OH	\$383,310	Treasury	\$50,772	\$50,772	2024
United Church Residences Of Brilliant	OH	\$303,267	Treasurer	\$34,230	\$35,241	2023
Cedar Development Inc	OH	\$391,101	Executive Director	\$66,000	\$66,000	2024
United Church Residences Of Corinth Mississippi Inc	OH	\$397,854	Treasurer	\$34,230	\$35,241	2023
United Church Residences Of Holly	OH	\$278,636	Treasurer	\$34,230	\$35,241	2023
Lutheran Social Services Of Central Ohio	OH	\$411,213	President & Ceo	\$9,088	\$9,356	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lutheran Social Services Of Central Ohio	OH	\$411,821	President & Ceo	\$9,088	\$9,356	2023
United Church Residences Of Memphis	OH	\$422,130	Treasurer	\$34,230	\$35,241	2023
Homestart Inc	OH	\$424,017	Assistant Treasurer	\$40,146	\$40,146	2024
United Church Residences Of Marion Ohio Inc	OH	\$428,927	Treasurer	\$34,230	\$35,241	2023
Lutheran Social Services Of Central Ohio	OH	\$252,249	President & Ceo	\$9,088	\$9,356	2023
Habitat For Humanity Of Richland	OH	\$242,502	Executive Di	\$56,620	\$58,292	2023
Ucc Xxi Inc	OH	\$490,478	Treasurer	\$34,230	\$35,241	2023
United Church Residences Of Pickerington	OH	\$511,401	Treasurer	\$50,772	\$50,772	2024
United Church Residences Of Bellefontaine	OH	\$516,080	Treasurer	\$50,772	\$50,772	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 23 organizations. Compensation range \$144–\$66,000; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$344,360); for reference, expenses \$327,090 and assets \$798,992.

ROLE MATCH	John Renner, reported title " <i>Treasurer</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	61 st
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	74 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 (John Renner) 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 23 similarly situated organizations (Same NTEE sector (L20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,772 is reasonable (approximately the 61st 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.