

# Hollins Communications Research Institute

Executive Director / CEO

EIN 540924531  
 VA · NTEE V23Z  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Ronald L Webster Phd, Executive Director / CEO** (\$75,583) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

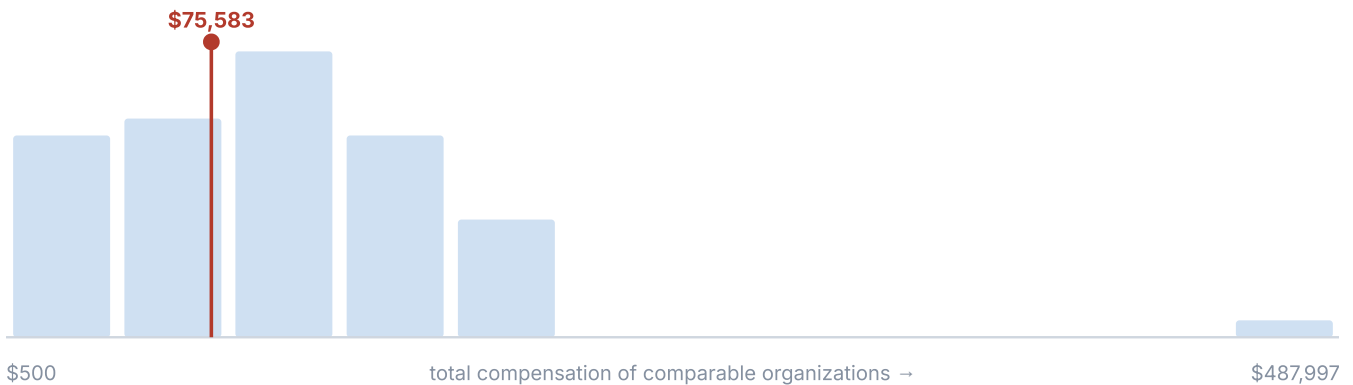
**Benchmarked executive:** Ronald L Webster Phd — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (V23Z).
BUDGET	Total revenue between \$331,995 and \$743,274 — 0.67x to 1.50x the subject's \$495,516 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (V), nationwide + budget 0.67–1.5x revenue.

**62** organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,349	\$50,545	\$93,551	\$130,816	\$167,747	\$75,583
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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 VA 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
<a href="#">National Center For Health Research Inc</a>	DC	\$489,483	President	\$139,107	<b>\$130,161</b>	2023
<a href="#">Jewish Orthodox Feminist Alliance Inc</a>	NY	\$482,537	Executive Director	\$152,400	<b>\$142,627</b>	2024
<a href="#">Colonial Flag Foundation</a>	UT	\$509,379	Executive Director	\$19,877	<b>\$21,070</b>	2024
<a href="#">The Seasteading Institute</a>	CA	\$512,352	President	\$108,486	<b>\$97,021</b>	2024
<a href="#">Montana Photonics Industry Alliance</a>	MT	\$514,142	Executive Director	\$152,366	<b>\$170,103</b>	2024
<a href="#">International Enneagram Association</a>	OH	\$514,319	Executive Director	\$97,233	<b>\$109,810</b>	2023
<a href="#">Social Program Evaluators</a>	MI	\$472,286	Chief Exec O	\$89,416	<b>\$95,586</b>	2024
<a href="#">Institute For Ecumenical &amp; Cultural</a>	MN	\$463,152	Acting Executive Director	\$67,490	<b>\$69,068</b>	2024
<a href="#">Human Engineering Laboratory Inc</a>	MA	\$459,399	Director Of Finance	\$120,189	<b>\$111,858</b>	2024
<a href="#">Global Game Jam Inc</a>	CA	\$455,813	Executive Dir.	\$31,529	<b>\$27,470</b>	2025
<a href="#">Prosecutors' Center For Excellence</a>	NY	\$452,575	Executive Di	\$100,000	<b>\$93,587</b>	2024
<a href="#">Southwestern Social Science</a>	OK	\$539,449	Editor, Ssq	\$82,000	<b>\$93,515</b>	2024
<a href="#">Center For Supportive Communities Inc</a>	KS	\$448,990	Executive Director	\$80,000	<b>\$89,511</b>	2024
<a href="#">Methods Innovation Inc</a>	WY	\$445,252	President	\$86,988	<b>\$96,472</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Society For Psychophysiological</a>	WI	\$550,531	President	\$6,000	<b>\$6,681</b>	2023
<a href="#">Louisiana Family Forum Inc</a>	LA	\$433,568	President	\$117,494	<b>\$137,951</b>	2023
<a href="#">The Society For The Advancement Of</a>	MD	\$557,929	Executive Director	\$30,933	<b>\$29,951</b>	2024
<a href="#">Institute For Holotropics Inc</a>	CA	\$430,350	President	\$100,894	<b>\$90,231</b>	2024
<a href="#">The Institute For New Economic Thinking</a>	NY	\$429,626	President	\$521,435	<b>\$487,997</b>	2024
<a href="#">Center For Health &amp; Human Services Research &amp; Action</a>	PA	\$562,324	Executive Director	\$75,000	<b>\$79,749</b>	2023
<a href="#">Un Mundo Sin Mordaza</a>	DC	\$427,380	President	\$48,000	<b>\$44,913</b>	2023
<a href="#">Western Institute For Social Research</a>	CA	\$567,567	Board Member	\$39,000	<b>\$34,878</b>	2024
<a href="#">California Women Lead</a>	CA	\$421,172	Executive Director	\$62,792	<b>\$56,156</b>	2024
<a href="#">Center For Islamophobia Studies</a>	CA	\$570,923	Secretary	\$36,000	<b>\$32,195</b>	2024
<a href="#">Black Men United</a>	NE	\$571,242	Board Chairman	\$94,850	<b>\$108,778</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 62 organizations. Compensation range \$500–\$487,997; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$495,516); for reference, expenses \$469,688 and assets \$31,765.

ROLE MATCH	Ronald L Webster Phd, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	37 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	35 <sup>th</sup>

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 (Ronald L Webster Phd) 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 62 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,583 is reasonable (approximately the 37<sup>th</sup> 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.