

On Our Own Of Roanoke Valley Inc

Executive Director / CEO

EIN 541691303

VA · NTEE A99I

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Robin Hubert, Executive Director / CEO** (\$56,423) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Robin Hubert — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A99I).

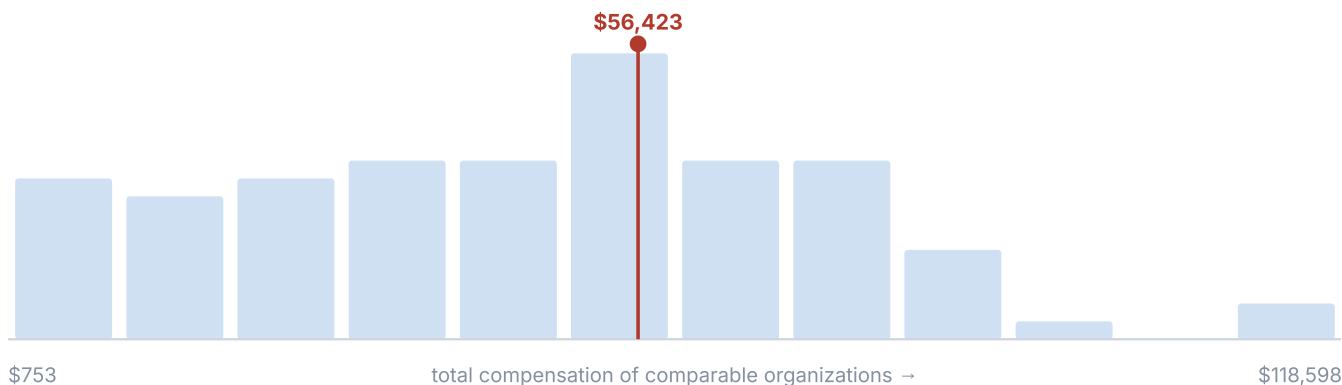
BUDGET Total revenue between \$180,779 and \$404,730 — 0.67x to 1.50x the subject's \$269,820 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography

→ **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,122	\$25,040	\$47,767	\$66,584	\$75,729	\$56,423
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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
Southern Shakespeare Company	FL	\$269,432	Executive Director	\$41,082	\$39,971	2024
Center Stage Inc	MS	\$269,178	Artistic Director	\$33,034	\$37,123	2025
Teen Start Program	OH	\$270,544	Greathouse	\$10,367	\$11,708	2023
Create Wisconsin Inc	WI	\$270,848	Executive Dir.	\$61,667	\$66,701	2024
Korea Creative Content Agency Inc	NY	\$271,047	President	\$11,950	\$11,184	2024
Love Bldg Incorporated	MI	\$268,289	Executive Director 18 Million Rising	\$11,004	\$12,111	2023
Studio 395 Foundation	CA	\$265,130	Ceo	\$39,520	\$35,343	2024
Wi Fairs Inc	WI	\$274,828	Executive Di	\$33,000	\$35,694	2024
Academy Of Criminal Sciences	MD	\$275,171	Exec. Dir.	\$77,000	\$74,557	2024
Art Camp 504	LA	\$262,363	Executive Director	\$51,150	\$58,333	2024
Arts In Health Ocala Metro Inc	FL	\$278,656	Executive Di	\$75,140	\$75,266	2023
Hear Now Music Festival	CA	\$280,055	President And Artistic Direct	\$40,500	\$37,289	2023
Sacred Lands Conservancy	WA	\$258,606	President	\$16,800	\$15,578	2024
Minnesota Council Of Teachers Of Mathematics	MN	\$281,564	Executive Director	\$11,220	\$11,821	2023
Bailey Foundation	MO	\$255,540	Executive Director	\$44,880	\$50,686	2023
Ssj,Inc	OR	\$254,528	Executive Dir.	\$66,600	\$65,947	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Recreation Foundation Inc	OR	\$286,403	President	\$30,000	\$29,706	2023
Mariachi Womens Foundation	CA	\$253,146	Executive Dir.	\$50,000	\$46,037	2023
Denver Architecture Foundation	CO	\$253,046	Executive Dir.	\$66,975	\$68,477	2023
Save The Hampton House Incorporated	IL	\$287,280	President And Chairman	\$48,846	\$51,204	2023
Leu Civic Center Inc	IL	\$288,552	Executive Di	\$34,774	\$35,407	2024
Portsmouth Museums Foundation	VA	\$290,118	Interim Executive Director	\$53,840	\$53,840	2024
Territory Nfp	IL	\$249,132	Executive Director	\$66,221	\$67,426	2024
Arts In Ct	CT	\$246,837	Executive Di	\$74,366	\$74,348	2023
City Of Miami Black Police Precinct	FL	\$292,864	Executive Di	\$83,077	\$80,830	2024

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.

■ Sample, role match & sensitivity

PEER COUNT	90 organizations. Compensation range \$753–\$118,598; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$269,820); for reference, expenses \$247,783 and assets \$29,887.
ROLE MATCH	Robin Hubert, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 6 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	62 nd
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	57 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 (Robin Hubert) 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 10, 2026, comparing compensation against 90 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,423 is reasonable (approximately the 62nd 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 10, 2026.