

United Way Of South Hampton Roads

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Ronald M Uren, Executive Director / CEO** (\$15,837) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Ronald M Uren — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T11).

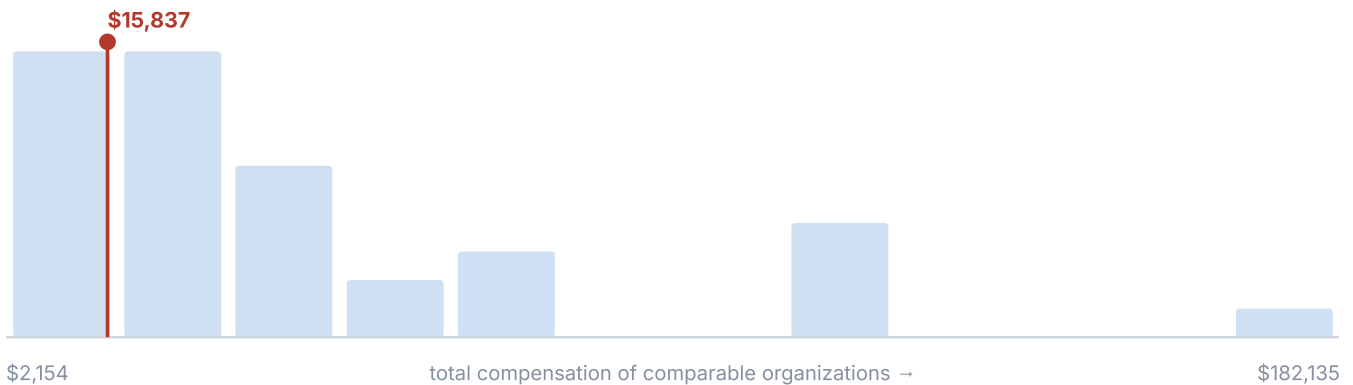
BUDGET Total revenue between \$65,177 and \$145,920 — 0.67x to 1.50x the subject's \$97,280 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography

→ **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,794	\$15,832	\$29,382	\$52,438	\$119,649	\$15,837
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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
Kidd Family Foundation	OH	\$98,100	Asst Secretary/trustee	\$105,945	\$119,649	2023
The Society Of American Archivists	IL	\$96,363	Executive Director	\$24,361	\$25,537	2023
The Harry W & Margaret Moore	OH	\$95,873	Trustee	\$2,016	\$2,154	2025
Community Partners Inc	AZ	\$98,962	President & Ceo	\$10,460	\$10,419	2024
Vernon Julianne Declaration Of Trust	FL	\$100,226	Trustee	\$67,471	\$65,646	2024
Djr Foundation	LA	\$100,660	Director	\$58,114	\$66,275	2024
Memorial Community Hospital Foundation	NE	\$102,001	Board Member	\$8,846	\$9,854	2024
Goodwill Of North Georgia Development	GA	\$102,500	President	\$41,950	\$44,976	2023
Moritz Family Foundation	OH	\$104,152	Asst Secretary	\$105,945	\$119,649	2023
Good Samaritan Endowment Inc	TX	\$104,217	Secretary	\$12,727	\$13,185	2024
Chouteau House Qalichb Inc	MO	\$89,148	Vp Of Finance	\$34,211	\$37,528	2024
L Brands Foundation	OH	\$107,607	Secretary/vice Chair/trust	\$105,945	\$119,649	2023
David & Enid Rosenberg Family Foundation	OH	\$110,804	Treasurer Thru 11/6/2022	\$40,331	\$45,548	2023
The Tyner Family Foundation	OH	\$83,525	Treasurer	\$60,259	\$68,054	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wisconsin Builders Foundation Inc	WI	\$79,695	Executive Director	\$33,352	\$36,075	2024
Ca Patriots Foundation	HI	\$115,396	President	\$8,605	\$7,979	2024
Headington Institute Foundation	CA	\$115,682	Secretary	\$209,046	\$182,135	2025
Faholo Foundation Inc	MD	\$78,240	Director	\$29,328	\$28,397	2024
The Robert And Yadelle Sklare Foundation	IL	\$118,670	Assistant Treasurer	\$58,661	\$61,493	2023
Cynchealth Foundation Inc	NE	\$74,951	Director & Ceo	\$14,250	\$15,874	2024
Rancho Santa Fe Foundation	CA	\$74,250	President & Ceo	\$21,459	\$19,191	2024
Minnesota Foundation For Fiscal	MN	\$74,212	Executive Director	\$3,766	\$3,854	2024
Area Agency On Aging Of Nwa Foundation	AR	\$121,264	Executive Director	\$13,104	\$15,706	2023
John & Claudia Holliman Affiliated Fund	OK	\$69,424	Secretary	\$25,864	\$30,367	2023
Bcec Inc	MI	\$125,337	President/ceo	\$11,410	\$12,197	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 36 organizations. Compensation range \$2,154–\$182,135; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$97,280); for reference, expenses \$97,790 and assets \$56,613,233.
ROLE MATCH	Ronald M Uren, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 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	25 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	8 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 (Ronald M Uren) 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 36 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,837 is reasonable (approximately the 25th 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.