

# Unitarian Universalist Friends Retreat Foundation

Executive Director / CEO

EIN 743009629

TX · NTEE T20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Donald Bunch, Executive Director / CEO** (\$16,099) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

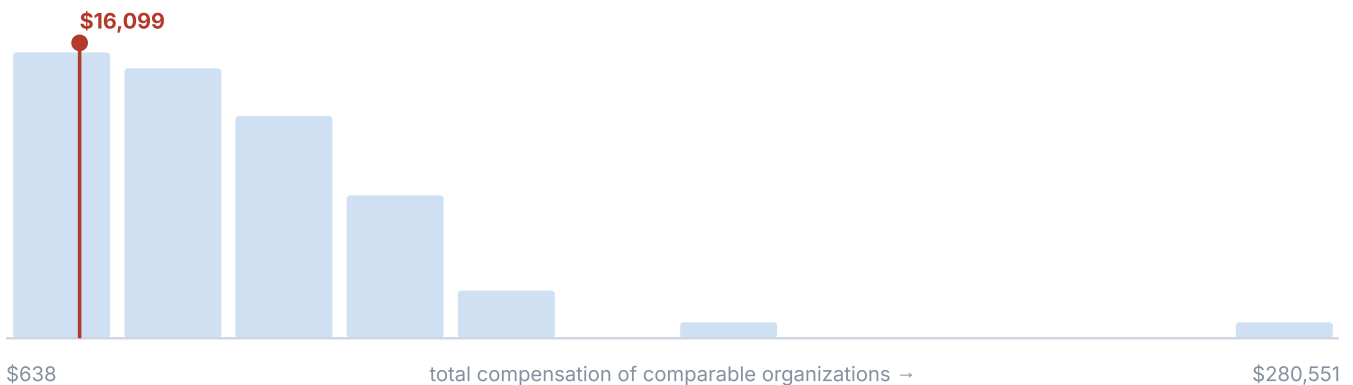
**Benchmarked executive:** Donald Bunch — reported title "Trustee", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20).
BUDGET	Total revenue between \$179,511 and \$401,890 — 0.67x to 1.50x the subject's \$267,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

**63** organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$7,166</b> 10TH	<b>\$19,720</b> 25TH	<b>\$43,930</b> MEDIAN	<b>\$69,240</b> 75TH	<b>\$83,603</b> 90TH	<b>\$16,099</b> THIS ORG · 17TH
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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 TX 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="#">Myelin Repair Foundation Inc</a>	CA	\$267,774	Ceo	\$120,000	<b>\$98,023</b>	2025
<a href="#">Howard &amp; Ethel B Ross Tua 2</a>	FL	\$268,871	Co-trustee	\$58,773	<b>\$53,612</b>	2024
<a href="#">Dress For Success Tampa Bay Inc</a>	FL	\$263,147	Executive Dir.	\$20,768	<b>\$18,944</b>	2024
<a href="#">Surfaid International Usa</a>	CA	\$281,645	Executive Director	\$115,968	<b>\$97,235</b>	2024
<a href="#">Media Cares Foundation Inc</a>	NY	\$285,031	Ceo & Director	\$20,312	<b>\$17,822</b>	2024
<a href="#">Social Venture Partners Minnesota</a>	MN	\$249,716	Executive Direc	\$61,000	<b>\$58,527</b>	2024
<a href="#">Salisbury Urban Ministries Inc</a>	MD	\$287,228	Executive Director	\$69,500	<b>\$63,092</b>	2024
<a href="#">Amistad Cristiana Christian Church</a>	TX	\$248,089	Officer	\$64,308	<b>\$62,463</b>	2024
<a href="#">Louisiana Real Estate Foundation</a>	LA	\$288,093	Ceo	\$23,935	<b>\$26,347</b>	2023
<a href="#">Dwi Resource Center Inc</a>	NM	\$238,946	Executive Di	\$66,560	<b>\$69,513</b>	2024
<a href="#">Bee Mighty</a>	NC	\$238,219	Executive Dir.	\$35,000	<b>\$35,116</b>	2024
<a href="#">The Community Y Foundation</a>	PA	\$237,938	President	\$48,882	<b>\$47,334</b>	2024
<a href="#">Connectedconectando Educacion</a>	CA	\$237,933	Ceo	\$74,475	<b>\$62,445</b>	2024
<a href="#">Archangels Michale &amp; Gabriel Relief Organization</a>	PA	\$299,435	President	\$6,000	<b>\$5,982</b>	2023
<a href="#">Buffalo Prescott Foundation</a>	MI	\$234,422	Managing Director	\$37,500	<b>\$37,584</b>	2024
<a href="#">Triveni School Of Dance Inc</a>	MA	\$234,173	President	\$79,846	<b>\$71,729</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Western Governors Foundation</a>	CO	\$301,700	President	\$80,000	<b>\$74,486</b>	2024
<a href="#">The Cy Rapp And Carolyn Rapp</a>	IA	\$233,659	Secretary	\$600	<b>\$638</b>	2024
<a href="#">I Heermann Anesthesia Foundation</a>	FL	\$231,693	Secretary/tr	\$6,000	<b>\$5,473</b>	2024
<a href="#">Lindas Magnificent Mutts Rescue</a>	IL	\$227,544	President	\$46,375	<b>\$44,271</b>	2024
<a href="#">The Wvi Dolphin Foundation Inc</a>	NY	\$225,682	Executive Dir.	\$48,675	<b>\$42,709</b>	2024
<a href="#">Police Foundation Of Colorado Springs</a>	CO	\$224,284	President	\$10,000	<b>\$9,586</b>	2023
<a href="#">Heartland Chamber Music Ltd</a>	MO	\$223,504	Executive Director	\$50,000	<b>\$52,941</b>	2023
<a href="#">Oakleaf Endowment Trust For</a>	MN	\$312,757	Trustee (Resigned 12/31/23)	\$26,962	<b>\$26,633</b>	2023
<a href="#">Ala Allied Professional Association Inc</a>	IL	\$222,535	Executive Director Thru October 2023	\$25,291	<b>\$24,143</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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 **63** organizations. Compensation range \$638–\$280,551; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$267,927); for reference, expenses \$140,446 and assets \$1,977,738. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Donald Bunch, reported title " <i>Trustee</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	21 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Donald Bunch) 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 63 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$16,099 is reasonable (approximately the 17<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.