

Urology Research & Education Foundation

Executive Director / CEO

EIN 752965553
 TX · NTEE H90
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Angela Clark, Executive Director / CEO** (\$22,833) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

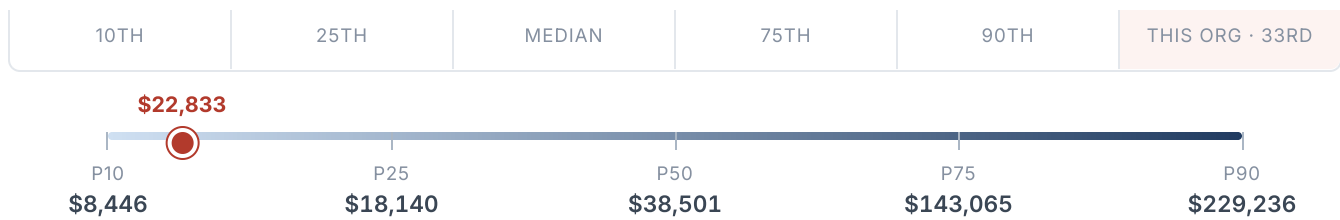
SECTOR	Organizations sharing the subject's NTEE classification (H90).
BUDGET	Total revenue between \$25,886 and \$57,955 — 0.67x to 1.50x the subject's \$38,637 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,446	\$18,140	\$38,501	\$143,065	\$229,236	\$22,833
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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
Acreditas Global	IL	\$40,622	President	\$33,550	\$33,947	2023
Mycobacterium Dx Research Lab Inc	CA	\$41,238	Secretary	\$74,517	\$64,326	2024
American Eye Study Club Foundation	IL	\$42,037	Executive Di	\$6,000	\$6,071	2023
The Foundation Of The Children's	OR	\$42,227	Ceo (Starting Nov. '24)	\$13,277	\$12,008	2025
Williams Heart Foundation	IL	\$42,907	President	\$150,000	\$147,422	2024
Harvard Neurodiscovery Center Inc	MA	\$34,305	President	\$39,013	\$36,082	2023
University Health Care Inc	WI	\$33,940	Director	\$1,009,835	\$1,054,307	2024
Radiation And Public Health Projecting	NJ	\$32,312	Executive Director	\$48,000	\$42,843	2024
Get The Medications Right Institute	VA	\$29,927	Founderboard Member	\$18,750	\$18,633	2023
Tarlov Cyst Disease Foundation	TN	\$48,219	Past Exec Dir	\$132,000	\$138,707	2024
Snyder-robinson Foundation	VA	\$28,210	Director Of Research	\$162,520	\$156,871	2024
Pacific Endodontic Research Foundation	CA	\$28,179	Director	\$20,983	\$17,646	2025
Acus Foundation	CA	\$52,628	Program Dir.	\$44,601	\$38,501	2024
Kids Get Cancer Too	OH	\$53,203	President	\$2,640	\$2,795	2024
Chan Soon-shiong Nanthealth Foundation	CA	\$56,979	Director Of Govt. Relations	\$321,442	\$277,479	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 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 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.

● Sample, role match & sensitivity

PEER COUNT 15 organizations. Compensation range \$2,795–\$1,054,307; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$38,637); for reference, expenses \$36,701 and assets \$92,529.

ROLE MATCH Angela Clark, reported title "*DIRECTOR*", 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 4 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	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	27 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 (Angela Clark) 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 15 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,833 is reasonable (approximately the 33rd 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.