

Urban Outreach Inc

Executive Director / CEO

EIN 760475282

TX · NTEE T21

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Armendariz, Executive Director / CEO** (\$96,400) against **every comparable organization** that fit the selection criteria — **813** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Robert Armendariz — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T21).

BUDGET Total revenue between \$280,966 and \$629,029 — 0.67x to 1.50x the subject's \$419,353 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

813 organizations qualified on sector, size, and geography → **813** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20

total compensation of comparable organizations →

\$1,731,279

\$12,693

\$30,000

\$57,255

\$84,772

\$118,986

\$96,400



■ 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
Nehemiah Charitable Fund	CA	\$419,513	Ceo	\$103,320	\$91,549	2024
World Stewardship Institute	CA	\$419,063	President	\$48,960	\$43,382	2024
Check 1002 Charitable Trust	GA	\$418,995	Trustee	\$21,408	\$22,088	2024
Chris Evert Charities Inc	FL	\$419,846	Director	\$39,899	\$38,462	2024
Farmers Electric Charitable Foundation	TX	\$419,884	Executive Director	\$180,924	\$191,196	2023
Interserv Foundation	MO	\$418,738	Executive Director	\$11,200	\$12,172	2024
100 Humanitarians International	UT	\$418,726	Programs Director	\$10,533	\$11,062	2024
American Federation Of Government	NC	\$420,001	President	\$2,060	\$2,185	2024
Sobel Family Supporting Foundation Inc	NJ	\$418,402	Treasurer/assistant Secretary	\$49,655	\$46,836	2023
Shalom Mountain Inc	NY	\$418,262	Executive Director	\$65,514	\$60,747	2024
Brookshire Brothers Charitable	TX	\$417,884	Treasurer	\$20,236	\$21,385	2023
Columbia Gorge Community College	OR	\$420,993	Executive Director (Thru 02/23)	\$78,963	\$77,468	2023
Ivan & Caroline Wilson Memorial	IA	\$417,707	Trustee	\$15,000	\$17,352	2023
E H & H D Bailey Memorial Trust	MA	\$421,121	Trustee	\$6,000	\$5,533	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Houston Marathon Foundation	TX	\$417,366	Executive Director	\$22,070	\$22,070	2025
The Trauma Foundation	WA	\$417,300	Executive Dir.	\$60,000	\$56,751	2023
Kendrick Ministries Inc	MS	\$417,235	President	\$108,000	\$123,430	2024
Hopkins Education Foundation	MN	\$421,739	Executive Director	\$59,000	\$58,280	2025
Life Santa	UT	\$416,897	Executive Director	\$22,000	\$23,105	2024
Multitude Of Mercies Foundation	OR	\$416,764	President	\$85,000	\$80,999	2024
Make-a-wish Foundation Guam	GU	\$416,583	President Ceo	\$72,931	\$74,861	2024
Gasol Foundation	CA	\$416,362	Executive Director (Until	\$87,033	\$77,118	2024
Avenues For Autism	OH	\$422,752	Executive Di	\$100,000	\$108,684	2024
Ventura Music Festival Association	CA	\$423,602	Executive Di	\$115,000	\$101,899	2024
Friends Of Grace Church School Brooklyn	NY	\$423,755	Director	\$88,697	\$84,673	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2025 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 **813** organizations. Compensation range \$20–\$1,731,279; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$419,353); for reference, expenses \$506,610 and assets \$204,268.
ROLE MATCH	Robert Armendariz, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	27 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	82 nd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	61 st

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 (Robert Armendariz) 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 813 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,400 is reasonable (approximately the 82nd 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.