UROLOGY CARE FOUNDATION INC, The Official Foundation of the American Urological Association

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EIN: 20-3210212
Report Generated on: 05/08/2024

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MISSION
The Urology Care Foundation is the world's leading nonprofit urological health foundation – and the official foundation of the American Urological Association. We partner with physicians, researchers, healthcare professionals, patients, caregivers, families and the public to support and improve the prevention, detection and treatment of urological diseases through research and education.

EIN
20-3210212

RULING YEAR
2006

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
1987

MAIN ADDRESS
1000 Corporate Blvd
Linthicum, MD
21090

AFFILIATION TYPE
Independent Organization

CONTACT
Ms. Cynthia Duncan, Director of Development
(410) 689-4034
cduncan@auanet.org

EXECUTIVE DIRECTOR
Michael Sheppard

BOARD CHAIR
Harris Nagler

SUBJECT AREA
Education
Medical specialties
Diseases and conditions

NTEE Code
Diseases, Disorders, Medical Disciplines N.E.C. (G99)
Medical Specialty Research (H90)
Education N.E.C. (B99)
PROGRAMS

1. Patient Education
   Population(s) served:

2. Urologic Research
   Population(s) served: People with diseases and illnesses

3. Advocacy
   Population(s) served: Adults, People with diseases and illnesses

4. Humanitarian
   Population(s) served: Adults, People with diseases and illnesses, Adults, People with diseases and illnesses, Children and youth

POPULATIONS SERVED

1. Adults
2. People with diseases and illnesses

COMPLIANCE

- IRS Pub 78 Verified as of April 2024
- IRS BMF 509(a) (1) as of April 08, 2024
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
- 10 Number of Independent Board Members
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, October 2023

Patient Education

Population(s) Served:
General/Unspecified
People with diseases and illnesses

The Urology Care Foundation works to improve communication between patients and their health care professionals. We help patients take an active role in their care—whether they have just been diagnosed or dealing with a chronic and life altering urologic condition. The Foundation’s patient education information is based on the integrity of AUA Clinical Guidelines, which set the standard for quality patient care.

The Urology Care Foundation provides free educational materials on urologic health to patients, caregivers, community organizations, health care providers, and the general public. The Foundation's educational resources and decision tools are developed and reviewed by an independent Public Education Council of medical experts.

Urologic Research

Population(s) Served:
People with diseases and illnesses
People with cancer

The Urology Care Foundation is focused on funding urologic research in support of innovative treatments to improve the quality of patients’ lives.

Advocacy

Population(s) Served:
General/Unspecified
People with diseases and illnesses

Our advocacy efforts are varied to ensure the interests of our members are made known to a wide array of decision-makers. Whether we are contacting lawmakers on Capitol Hill or federal officials in government agencies, we are supporting and defending the practice of urology. In addition to our independent advocacy activities, we often join with other like-minded organizations and specialty societies, collaborating on issues of mutual interest and concern. These efforts are especially important in both legislative and regulatory matters.

Humanitarian

Population(s Served: n/a

The Urology Care Foundation is committed to being the leader in improving health care for urologic patients worldwide through our humanitarian efforts. To support this global mission, the Urology Care Foundation provides funding for urologic medical missions and humanitarian efforts.
### RESULTS

**Number of donations made by board members**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Donations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>40</td>
</tr>
<tr>
<td>2021</td>
<td>32</td>
</tr>
<tr>
<td>2020</td>
<td>29</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program:

Notes: AUA and UCF Boards

**Number of research studies conducted**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Research Studies</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>87</td>
</tr>
<tr>
<td>2021</td>
<td>33</td>
</tr>
<tr>
<td>2020</td>
<td>75</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Urologic Research

Notes: There are 49 new grantees in 2022 for research studies.

**Total dollar amount of grants awarded**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Grants Awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>1,431,500</td>
</tr>
<tr>
<td>2021</td>
<td>1,450,000</td>
</tr>
<tr>
<td>2020</td>
<td>1,500,000</td>
</tr>
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Population(s) Served: No target populations selected

Related program: Urologic Research

Notes: Research and Humanitarian 2022 Research 2021 Research 2020

**Number of downloads of the organization’s materials and explanations**

<table>
<thead>
<tr>
<th>Year</th>
<th>Downloads</th>
</tr>
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<tbody>
<tr>
<td>2022</td>
<td>266,835</td>
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<td>2021</td>
<td>141,352</td>
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<tr>
<td>2020</td>
<td>105,000</td>
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<tr>
<td>2019</td>
<td>58,000</td>
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<tr>
<td>2018</td>
<td>38,000</td>
</tr>
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Population(s) Served: No target populations selected

Related program: Patient Education

Notes: The number of downloads of free urologic patient education continues to trend up and reach more of the public each year. With more than 700 pieces including translations in 11 languages.

**Number of website pageviews**

<table>
<thead>
<tr>
<th>Year</th>
<th>Pageviews</th>
</tr>
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<tr>
<td>2022</td>
<td>12,500,000</td>
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<tr>
<td>2021</td>
<td>11,800,000</td>
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<tr>
<td>2020</td>
<td>11,360,000</td>
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<tr>
<td>2019</td>
<td>5,650,000</td>
</tr>
<tr>
<td>2018</td>
<td>3,000,000</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Patient Education

Notes: In 2020, launched a new version of UrologyHealth.org, featuring a more dynamic interface, easier navigation, tighter compliance with Web Content Accessibility Guidelines and ADA protocols.

More results from this organization’s programs
CHARTING IMPACT

What is the organization aiming to accomplish?

The Urology Care Foundation goal is to improve urologic healthcare globally. Over the years, the Urology Care Foundation has evolved to become the world’s leading nonprofit urological health foundation. At its core, the foundation’s mission was always to support and improve urologic care, but as technology and the needs around the world grew, so did the UCF.

We are so proud that over the last several years we have been able to expand our reach globally and magnify our vision to support healthcare equity and work to resolve disparities in underrepresented communities. By following our new mission of funding research, developing patient education materials, supporting humanitarian endeavors and pursuing philanthropic support, the Foundation, and its Board of Directors aim to impact global change in urologic health care.

What are the organization’s key strategies for making this happen?

The Urology Care Foundation aims to pursue philanthropic support to advance:

Research: The Urology Care Foundation is a driving force in the discovery of new treatments because we support the investment in urologic research leaders. We do more than fund the best researchers from talented scientists— we help foster and develop their careers to support a long-lasting commitment to finding the next breakthrough in patient care. Since 1975, the foundation has supported more than 950 outstanding young scientists with more than $35 million in research funding dedicated to the advancement of the prevention, diagnosis, and treatment of urologic conditions. During 2022, the foundation provided more than $1.4 million in funding to 87 urologic researchers through its research award programs.

Patient Education, Outreach, and Advocacy: The Urology Care Foundation is a trusted resource for urologic patient education and advocacy. Using information that is medically approved and based on the clinical guidelines set by the American Urological Association, our Foundation develops all patient education materials with our patient education council and committees. We have more than 600 education materials for patients and caregivers, all available for free download or order from our website www.UrologyHealth.org. These linguistically appropriate and culturally competent materials are offered in 11 languages, reflective of the global populations we serve. During 2022, there were over 12 million visitors to our website and 140,000 followers on social media with 106,000 downloads and orders of materials. Our advocacy efforts include patient alliances for prostate cancer, kidney cancer and bladder health. Alliance activities during 2022 included in-person visits to Capitol Hill, joint congressional briefings, and in-person roundtable meetings in support of increased research funding and other vital issues for improving urologic care and treatment. In addition, our Patient Advocacy Connection programs brings interested patients and providers together to foster collaboration and awareness on major issues facing AUA members and urologic patients.

Humanitarianism: The Urology Care Foundation’s vision is to be the leader in improving health care for urologic patients worldwide through research, education, and humanitarian support. This will be accomplished by providing support to and recognition of humanitarian efforts in urology. The Urology Care Foundation humanitarian recognition award acknowledges an individual for demonstrated commitment to improving access to quality urologic health care in underserved populations. The Urology Care Foundation humanitarian grant program supports the outstanding efforts of individuals and projects that provide direct urologic patient care to individuals and communities in underserved areas, either within or outside the United States. In 2022, the Foundation awarded 7 humanitarian grants.

What are the organization’s capabilities for doing this?

The Urology Care Foundation is the world’s leading nonprofit urological health foundation and the official foundation of the American Urological Association.
The Urology Care Foundation is the world’s leading nonprofit urological health foundation and the official foundation of the American Urological Association.

The Urology Care Foundation demonstrates a strong emphasis on research initiatives aimed at advancing the understanding, diagnosis, and treatment of urologic disorders. This is achieved by supporting a diverse range of research projects and through fostering collaboration among researchers, healthcare professionals, and industry partners, and promoting innovation in the field of urology.

The Urology Care Foundation utilizes the American Urological Association’s vast network of urologists, researchers, and healthcare professionals who contribute their expertise and knowledge. This extensive network enables the organization to tap into a wealth of resources, including medical professionals who are at the forefront of urologic advancements and patient care. By leveraging this expertise, the UCF team can develop and disseminate educational patient materials and other information that aids patients.

One of the foundation’s key capabilities lies in its commitment to urologic patient education and public awareness. The Urology Care Foundation offers a wide range of patient-focused educational programs. These include things like podcasts and magazine articles that cover various patient-focused urologic topics. The UCF also actively engages in public awareness campaigns to educate individuals about urologic conditions, risk factors, and treatment options. For example, the UCF created a cookbook that focused on healthy eating as it relates to urologic cancers.

To maximize its impact, the Urology Care Foundation actively seeks collaborations and partnerships with other organizations and institutions. For example, by fostering relationships with industry partners and other Urology focused organizations, the workforce is able to expand its reach and resources. Collaborations enable the foundation to leverage shared expertise, access funding opportunities, and implement joint initiatives that benefit the urologic community.

The Urology Care Foundation demonstrates a strong capability in fundraising and managing grants to support its programs and initiatives. With the help of generous donors, the organization raises funds to advance urologic research, patient education, and humanitarian efforts. Through strategic planning and stewardship, it ensures that resources are allocated efficiently to maximize impact and achieve organizational goals.

Amongst all its programmatic goals, The Urology Care Foundation also works to support Urologic focused advocacy efforts. For instance, members and non-members of the American Urological Association can sign up to be a Urology Care Foundation Advocate through a web portal. Programs such as this, and t

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**What have and haven’t they accomplished so far?**

**RESEARCH:**
- Since 1975, the Foundation has supported more than 970 outstanding young scientists with more than $35 million in research funding dedicated to preventing, diagnosing and treating urologic conditions.
- In 2022, the UCF funded over $1.2 million in new research awards to 40 young early career investigators.

**PATIENT EDUCATION**
- UCF expanded its library to over 700 pieces, including translations in 11 languages, remaining the single largest library of urology-specific patient education in the world
- Welcomed more than 12 million page views with 90% new visitors to our website, UrologyHealth.org, resulting in nearly 106 thousand total patient education materials shared.

**HUMANITARIAN**
- UCF awarded Humanitarian grants to 7 individuals to provide direct urologic patient care to underserved communities both inside the United States and internationally.
- UCF awarded the Inaugural Health Equity Fellowship Award designed to train early career urologists passionate about humanitarian work within the United States so they may be effective in engaging with diverse communities, especially those most marginalized.
## Financials

### FISCAL YEAR START: 01/01
### FISCAL YEAR END: 12/31

- Financials audited by an independent accountant

## Financial Trends Analysis

### Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit)</td>
<td>-$1,048,656</td>
<td>$1,226,221</td>
<td>$1,443,561</td>
<td>$1,782,506</td>
<td>-$2,026,582</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>-27.5%</td>
<td>34.1%</td>
<td>44.2%</td>
<td>60.2%</td>
<td>-64.8%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit)</td>
<td>-$1,048,656</td>
<td>$1,226,221</td>
<td>$1,443,561</td>
<td>$1,782,506</td>
<td>-$2,026,582</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>-27.5%</td>
<td>34.1%</td>
<td>44.2%</td>
<td>60.2%</td>
<td>-64.8%</td>
</tr>
</tbody>
</table>

### Revenue Composition

| Total revenue (unrestricted & restricted) | $4,404,517 | $4,755,244 | $7,388,577 | $7,067,880 | $9,488,144 |
| Total revenue, % change over prior year | -22.3%     | 8.0%       | 55.4%      | -4.3%      | 34.2%      |
| Program services revenue            | 0.7%       | 0.2%       | 0.5%       | 0.6%       | 0.3%       |
| Membership dues                     | 0.0%       | 0.0%       | 0.0%       | 0.0%       | 0.0%       |
| Investment income                   | 47.7%      | 44.4%      | 27.9%      | 43.8%      | 21.2%      |
| Government grants                   | 0.0%       | 0.0%       | 0.0%       | 0.0%       | 0.0%       |
| All other grants and contributions  | 45.2%      | 45.5%      | 42.8%      | 55.6%      | 24.6%      |
| Other revenue                       | 6.4%       | 9.9%       | 28.8%      | 0.0%       | 54.0%      |

### Expense Composition

| Total expenses before depreciation | $3,814,220 | $3,596,137 | $3,264,721 | $2,958,653 | $3,128,514 |
| Total expenses, % change over prior year | -13.6%     | -5.7%      | -9.2%      | -9.4%      | 5.7%       |
| Personnel                          | 26.8%      | 28.9%      | 33.7%      | 35.7%      | 33.8%      |
| Professional Fees                  | 14.2%      | 10.4%      | 8.1%       | 6.0%       | 8.1%       |
| Occupancy                          | 0.0%       | 0.0%       | 0.0%       | 0.0%       | 0.0%       |
| Interest                           | 0.0%       | 0.0%       | 0.0%       | 0.0%       | 0.0%       |
| Pass-Through                       | 45.0%      | 48.0%      | 50.8%      | 55.1%      | 52.8%      |
| All other expenses                 | 13.9%      | 12.8%      | 7.4%       | 3.2%       | 5.2%       |
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$3,814,220</td>
<td>$3,596,137</td>
<td>$3,264,721</td>
<td>$2,958,653</td>
<td>$3,128,514</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$317,852</td>
<td>$299,678</td>
<td>$272,060</td>
<td>$246,554</td>
<td>$260,710</td>
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<td>Debt Principal Repayment</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$4,132,072</td>
<td>$3,895,815</td>
<td>$3,536,781</td>
<td>$3,205,207</td>
<td>$3,389,224</td>
</tr>
</tbody>
</table>

Capital Structure Indicators

Liquidity

| Months of cash                  | 4.0       | 7.8       | 12.2      | 19.1      | 18.8      |
| Months of cash and investments  | 164.7     | 199.7     | 252.5     | 311.0     | 248.1     |
| Months of estimated liquid unrestricted net assets | 28.0 | 33.8 | 42.5 | 54.1 | 43.4 |

Balance Sheet Composition

| Cash                           | $1,259,560 | $2,324,273 | $3,322,555 | $4,714,193 | $4,891,543 |
| Investments                    | $51,101,043 | $57,524,378 | $65,383,856 | $71,969,489 | $59,780,750 |
| Receivables                    | $241,295   | $250,216   | $176,915   | $155,241   | $289,914   |
| Gross land, buildings, and equipment (LBE) | $0       | $0        | $0         | $0         | $0         |
| Accumulated depreciation (% of LBE) | 0.0%     | 0.0%      | 0.0%       | 0.0%       | 0.0%       |
| Liabilities (as % of LBE)      | 3.8%       | 1.5%       | 1.8%       | 0.7%       | 1.0%       |
| Unrestricted net assets        | $8,896,377 | $10,122,598 | $11,566,159 | $13,348,665 | $11,322,083 |
| Temporarily restricted net assets | $7,445,706 | N/A        | N/A        | N/A        | N/A        |
| Permanently restricted net assets | $34,254,258 | N/A        | N/A        | N/A        | N/A        |
| Total restricted net assets    | $41,699,964 | $49,086,650 | $56,048,579 | $62,960,977 | $53,010,159 |
| Total net assets               | $50,596,341 | $59,209,248 | $67,614,738 | $76,309,642 | $64,332,242 |

Key Data Checks

Material Data Errors

<table>
<thead>
<tr>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
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<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit’s financial condition. Please consult the 990s of any potentially related affiliates for additional information.

- [Formulas for key metrics](#)
- [Key Revenue & Expense Data from Form 990](#)
- [Key Balance Sheet Data from Form 990](#)
Operations

Source: Self-Reported by Organization, October 2023

EXECUTIVE DIRECTOR

Mr. Michael Sheppard

Mr. Sheppard is a business professional with over 20 years of corporate leadership experience. As the CEO of the American Urological Association (AUA) and the Executive Director of the Urology Care Foundation, he is responsible for AUA’s three corporate entities. In his over 15 years with the AUA, Mr. Sheppard has held several executive level positions, including Director of Finance and Information Systems, Chief Operating Officer and Deputy Executive Director. Mr. Sheppard is also a retiree of the U.S. Naval Reserves Service. Mr. Sheppard received his MBA from Loyola College’s Sellinger School and has numerous professional affiliations. He is a Certified Public Accountant and Certified Association Executive. Mr. Sheppard is the recipient of several awards, including many military honors.

NUMBER OF EMPLOYEES

Source: IRS Form 990

BOARD CHAIR

Harris Nagler
Northwell Health
Term: 2018 - 2024

BOARD MEMBERS

Gopal Badlani, MD
Wakeforest Medical

Thomas Stringer, MD
University of Florida Health System

Sanford Siegel, MD
United Urology

Amar Sawhney, PhD
Incept, llc

Lynn Stothers, MD
UCLA Medical

Larry Lipshultz, MD
Baylor Medical

Arthur “Bud” Burnett, MD
John Hopkins Medicine

Brian McNeal, MD
SUNY Downstate Health Sciences University

Jay Baitler
Retired Staples Executive

Ryan Drant
Questa Capital Group

Kathleen Reeves, PhD
Temple University
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael T Sheppard</td>
<td>EXECUTIVE DIRECTOR</td>
<td>$81,145</td>
<td>$74,404</td>
<td>$656,542</td>
</tr>
<tr>
<td>Patricia Banks</td>
<td>EXECUTIVE VICE PRESIDENT</td>
<td>$56,815</td>
<td>$52,124</td>
<td>$321,949</td>
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<tr>
<td>Barbara B Hartford</td>
<td>EVP FINANCE, CHIEF FINANCIAL OFFICER</td>
<td>$0</td>
<td>$48,373</td>
<td>$303,197</td>
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<tr>
<td>Diane Bieri</td>
<td>VP &amp; GENERAL COUNSEL (THRU 9/22)</td>
<td>$24,200</td>
<td>$36,181</td>
<td>$195,798</td>
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<tr>
<td>Thomas F Stringer MD</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$111,535</td>
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<tr>
<td>Harris M Nagler MD</td>
<td>PRESIDENT</td>
<td>$50,000</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Arthur L Burnett II MD</td>
<td>BOARD MEMBER</td>
<td>$10,653</td>
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<tr>
<td>Gopal H Badlani MD</td>
<td>SECRETARY</td>
<td>$1,500</td>
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<tr>
<td>Amarpreet S Sawhney MD</td>
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<tr>
<td>Ryan Drant</td>
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<tr>
<td>Joseph A Smith JR MD</td>
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<tr>
<td>Lynn Stothers MD</td>
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<td>Jay Baitler</td>
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<td>William Scott</td>
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<tr>
<td>Brian McNeil MD</td>
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<td>$0</td>
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### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2021**

<table>
<thead>
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<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
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</thead>
<tbody>
<tr>
<td>Michael T Sheppard</td>
<td>EXECUTIVE DIRECTOR</td>
<td>$97,151</td>
<td>$94,776</td>
<td>$786,042</td>
</tr>
<tr>
<td>Patricia Banks</td>
<td>EXECUTIVE VICE PRESIDENT</td>
<td>$55,005</td>
<td>$60,297</td>
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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

## FISCAL YEAR 2020

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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

## FISCAL YEAR 2019

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

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## HIGHEST PAID EMPLOYEES

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## HIGHEST PAID EMPLOYEES

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**FISCAL YEAR 2020**

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<td>MARKETING MATERIALS - PRINTING/MAILING</td>
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### Paid Preparers

**FISCAL YEAR 2022**

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<td>42-0714325</td>
<td>100 INTERNATIONAL DRIVE SUITE 1400, BALTIMORE MD 21202 USA</td>
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**FISCAL YEAR 2021**

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<td>410-246-9300</td>
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</table>
BOARD LEADERSHIP PRACTICES
GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION
Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Yes

CEO OVERSIGHT
Has the board conducted a formal, written assessment of the chief executive within the past year?

Yes

ETHICS & TRANSPARENCY
Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Yes

BOARD COMPOSITION
Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Yes

BOARD PERFORMANCE
Has the board conducted a formal, written self-assessment of its performance within the past three years?

Yes
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

- Race & Ethnicity: White/Caucasian/European
- Gender Identity: Male
- Sexual Orientation: Heterosexual or Straight
- Disability Status: Person without a disability

Race & Ethnicity

No data

Gender Identity

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<tr>
<th></th>
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<th>Senior Staff</th>
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<tbody>
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<td>Female</td>
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<tr>
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<td></td>
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<tr>
<td>Non-binary</td>
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Transgender Identity

Sexual Orientation

No data

Disability

No data.

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.
Equity Strategies  Last Updated: 07/14/2023

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✔️ We review compensation data across the organization (and by staff levels) to identify disparities by race.

✔️ We ask team members to identify racial disparities in their programs and/or portfolios.

✔️ We analyze disaggregated data and root causes of race disparities that impact the organization’s programs, portfolios, and the populations served.

✔️ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

✔️ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

✔️ We disaggregate data by demographics, including race, in every policy and program measured.

✔️ We have long-term strategic plans and measurable goals for creating a culture such that one’s race identity has no influence on how they fare within the organization.

Policies and processes

✔️ We use a vetting process to identify vendors and partners that share our commitment to race equity.

✔️ We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.

✔️ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✔️ We have community representation at the board level, either on the board itself or through a community advisory board.

✔️ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

✔️ We measure and then disaggregate job satisfaction and retention data by race, function, level, and/or team.

✔️ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one’s race identity has no influence on how they fare within the organization.
## Appendix

### Key Documents

<table>
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<tr>
<th>IRS Forms 990</th>
<th>2022 990</th>
<th>2021 990</th>
<th>2019 990</th>
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### Audited Financial Statements

- 2022 Audited Financial Statement
- 2017 Audited Financial Statement

### Key Organization Documents

- Letter of Determination
- 2021 Annual Report
- 2020 Annual Report
- 2019 Annual Report
- 2018 Annual Report
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
UROLOGY CARE FOUNDATION INC, The Official Foundation of the American Urological Association

1000 Corporate Blvd
Linthicum, MD 21090

- Foundation Status Code: PC*
- Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
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<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
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<tbody>
<tr>
<td>Urology Care Foundation Inc.</td>
<td>Linthicum Hts, MD</td>
<td>April 2024</td>
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EIN 20-3210212

- Deductibility status description
  - A public charity (50% deductibility limitation).

- Verified with most recent Internal Revenue Bulletin
  - May 06, 2024

IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
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<tr>
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<td>April 08 2024</td>
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EIN 20-3210212

- IRS subsection
  - This organization is a 501(c)(3) Public Charity

- Ruling date
  - 03/2006

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Learn more

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

IRS Revenue Procedure 2011-33 allows grantees to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509(a)(1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- The IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.