

The Community Renaissance Fund

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Randy D Maiers, Executive Director / CEO** (\$64,477) against **every comparable organization** that fit the selection criteria — **1490** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Randy D Maiers — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S19).
BUDGET	Total revenue between \$163,611 and \$366,294 — 0.67x to 1.50x the subject's \$244,196 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,490 organizations qualified on sector, size, and geography → **1,490** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,622	\$32,694	\$60,288	\$84,298	\$116,148	\$64,477
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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 MI 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
Aberdeen Downtown Association	SD	\$244,220	Executive Director	\$81,500	\$87,143	2024
Everett Station District Alliance	WA	\$244,137	Executive Director	\$47,997	\$42,863	2023
Birch Run Area Convention And	MI	\$244,111	President	\$36,000	\$36,000	2024
Milestone Growth Capital Institute	MI	\$244,356	President And C.e.o.	\$36,450	\$36,450	2024
Indiana Council For Animal Welfare Inc	IN	\$243,938	Public Relation	\$75,032	\$76,660	2024
Bpca Nys Inc	NY	\$243,862	Executive Director	\$46,474	\$40,686	2024
Texas E-health Alliance	TX	\$244,542	Ceo	\$200,000	\$199,552	2023
Asian Pacific American Chamber	MI	\$243,820	Executive Director	\$100,000	\$100,000	2024
Hartford Next Inc	CT	\$243,686	Executive Dir.	\$8,865	\$8,053	2024
Hispanic Chamber Cincinnati Usa Inc	OH	\$244,726	President	\$48,000	\$50,710	2023
Citizens For A Loring Park Community	MN	\$243,591	Executive Director	\$80,582	\$79,421	2023
Medical Staff Of Southwest Healthcare	CA	\$244,802	Chief Of Staff	\$39,000	\$33,591	2023
Maine Asphalt Pavement Association	ME	\$244,900	Executive Director	\$39,500	\$38,320	2024
Forever Elmwood Corporation	NY	\$244,931	Executive Director	\$33,000	\$28,890	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Holland Pa State Association Of	PA	\$244,951	President	\$300	\$290	2024
Medquarter Inc	IA	\$243,371	President	\$13,872	\$14,716	2024
Upper Perkiomen Valley Chamber Of	PA	\$243,363	Executive Di	\$44,624	\$43,114	2024
Asian American Chamber	VA	\$243,269	President	\$75,000	\$70,159	2024
Mt Juliet Help Center	TN	\$243,235	Director	\$44,233	\$45,046	2024
Economic Development Corporation Of	IL	\$243,161	Ceo	\$80,000	\$76,198	2024
Flaming Gorge Area Chamber Of Comme	UT	\$243,148	Director	\$46,369	\$47,337	2023
Artist Management Association Inc	NY	\$245,325	Secretary	\$112,196	\$98,224	2024
Federal It Security Institute	VA	\$243,057	Executive Director And Ceo	\$30,000	\$28,064	2024
Virginia Heartland Regional Economic Development Alliance	VA	\$245,437	Executive Director	\$24,757	\$22,562	2025
Flourish Beaver County	PA	\$245,476	Chief Executive Officer	\$132,624	\$128,135	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	1490 organizations. Compensation range \$1–\$650,762; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$244,196); for reference, expenses \$245,364 and assets \$3,129,044.
ROLE MATCH	Randy D Maiers, reported title "PRESIDENT/CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	198 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	46 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	55 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Randy D Maiers) 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 1490 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,477 is reasonable (approximately the 55th 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.