

Renewal House Inc

Executive Director / CEO

EIN 223221915

CT · NTEE L22Z

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Janice Wiggins, Executive Director / CEO** (\$61,214) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Janice Wiggins — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22Z).
BUDGET	Total revenue between \$163,021 and \$364,974 — 0.67x to 1.50x the subject's \$243,316 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

191 organizations qualified on sector, size, and geography → **191** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,577	\$20,526	\$38,427	\$62,743	\$99,477	\$61,214
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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 CT 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
Edgecomb Woods	ME	\$243,350	Interim President And Ceo	\$47,322	\$50,539	2024
Aaa Elderly Housing - Heritage Villa Of	AR	\$243,182	Executive Director	\$12,818	\$15,821	2023
Catholic Eldercare At St Hedwig's	MN	\$242,381	President/ceo	\$33,545	\$35,352	2024
Sepp Rural Elderly Housing Inc	NY	\$242,040	Executive Director	\$21,973	\$21,177	2024
Westfield Towers Inc	PA	\$244,887	Ceo	\$18,725	\$19,916	2024
Whitewater Manor Inc	WI	\$245,060	President	\$36,618	\$40,787	2024
Sands Horizon Ii Inc	GA	\$247,015	Secretary, Manager	\$9,000	\$9,403	2025
Alloway Housing Development	NY	\$239,066	Director And President	\$3,026	\$2,916	2024
Summerfield Senior Residences Inc	KS	\$247,610	President	\$2,639	\$3,041	2024
O'bannon Terrace Of Goshen Inc	OH	\$238,262	Chief Executive Officer	\$7,729	\$8,988	2023
Presbyterian Home Quitman Retirement	GA	\$238,240	President/ceo	\$54,562	\$58,512	2024
Jordan Bay Place	ME	\$248,899	President	\$45,000	\$49,478	2023
Steamboat Trails Inc	OH	\$249,965	Chief Executive Officer	\$5,741	\$6,677	2023
Cheyenne Senior Housing Inc	MN	\$250,150	President/tr	\$68,006	\$69,822	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Homes For Shippensburg Inc	MD	\$236,378	Vice President & Director	\$27,109	\$27,031	2024
Providence Blanchet Association	WA	\$252,450	President	\$461,693	\$453,883	2023
Loretto Properties Corporation	NY	\$253,117	Ceo/president	\$27,907	\$26,896	2024
Chestnut Manor Association	WA	\$233,504	Secretary Treasurer	\$40,075	\$39,397	2023
Beloit Assisted Living Inc	WI	\$233,461	President	\$13,019	\$14,501	2024
Passumpsic View Inc	VT	\$253,901	Executive Director	\$22,748	\$25,141	2023
Guadalupe Senior Village	CO	\$254,265	Vice President	\$35,660	\$36,469	2024
Garden Terrace Commons Senior Housing	MN	\$255,476	Executive Vice President	\$18,918	\$20,526	2023
Central Park Senior Residences Inc	KS	\$231,128	President	\$2,639	\$3,041	2024
Hudson Senior Housing Inc	MN	\$256,839	President/tr	\$68,006	\$69,822	2025
Shelby County Senior Citizens Corp	TX	\$257,195	Secretary/tr	\$32,160	\$34,311	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **191** organizations. Compensation range \$304–\$510,888; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$243,316); for reference, expenses \$210,074 and assets \$243,785.
ROLE MATCH	Janice Wiggins, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	164 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	71 st
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	9 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 (Janice Wiggins) 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 191 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,214 is reasonable (approximately the 71st 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 10, 2026.