

Fondren Renaissance Foundation

Executive Director / CEO

EIN 640873626

MS · NTEE S30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nancy R Simmon, Executive Director / CEO** (\$70,583) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

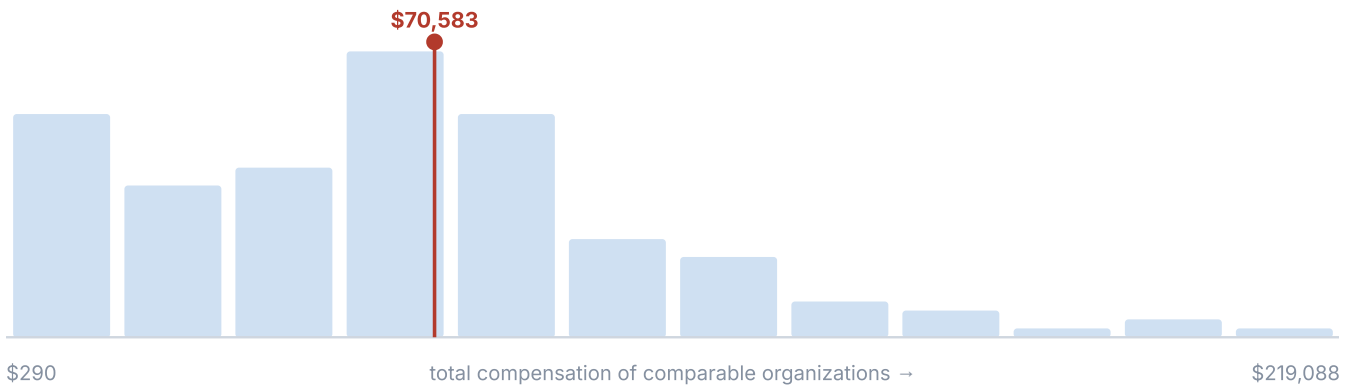
Benchmarked executive: Nancy R Simmon — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

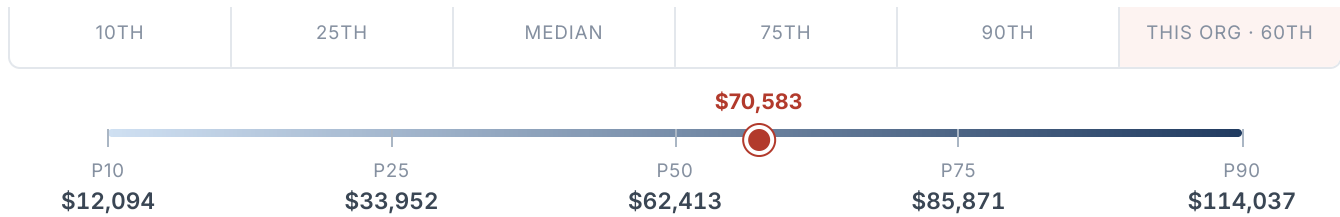
SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$183,423 and \$410,650 — 0.67x to 1.50x the subject's \$273,767 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$12,094	\$33,952	\$62,413	\$85,871	\$114,037	\$70,583
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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 MS 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
Ozaukee County Economic Development Corporation	WI	\$273,374	Executive Director	\$36,000	\$33,757	2024
Ypo Dfw	TX	\$274,534	Chapter Manager	\$20,000	\$17,500	2025
Renaissance Heights Foundation	TX	\$274,703	Executive Dir.	\$105,401	\$94,666	2024
Central Arkansas Council	AR	\$275,000	Director	\$5,000	\$5,196	2023
Chicago Southland Economic	IL	\$270,201	Executive Di	\$36,110	\$31,875	2024
Wentworth Economic Development Corp	NH	\$269,573	Executive Director	\$71,400	\$59,195	2024
Crawford County Economic Development Par	IN	\$278,080	Executive Director	\$29,400	\$28,659	2023
Marin Economic Forum	CA	\$269,302	Ceo	\$188,542	\$146,179	2024
Building 127 LI Inc	NY	\$268,876	Treasurer, Director	\$99,234	\$80,512	2024
Rhea Economic And Tourism Council	TN	\$268,307	Executive Director	\$52,625	\$48,387	2025
Washington Business Improvement Dis	NJ	\$279,277	Executive Di	\$69,507	\$57,366	2023
Downtown Excelsior Partnership Inc	MO	\$267,348	Executive Di	\$88,157	\$83,836	2024
Noble County Convention And Visitor	IN	\$267,279	Executive Di	\$55,640	\$54,239	2023
Elizabeth Avenue Partnership Inc	NJ	\$281,262	Executive Director	\$95,240	\$78,604	2023
Naugatuck Valley Project Inc	CT	\$263,743	Executive Director	\$70,000	\$58,930	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Intown Concord	NH	\$284,189	Executive Di	\$75,487	\$62,583	2024
The Creative Coast Inc	GA	\$284,241	Executive Director (April-present)	\$51,326	\$46,337	2024
South Central	LA	\$261,321	Executive Di	\$86,538	\$85,558	2024
Adac Inc	IN	\$287,218	Executive Di	\$41,154	\$38,967	2024
West Bloomington Revitalization Project	IL	\$259,902	Manager	\$18,594	\$16,413	2024
Ellensburg Downtown Association	WA	\$289,361	Executive Director	\$75,405	\$60,616	2024
All Together Now Pennsylvania Inc	PA	\$290,911	Co-director	\$32,500	\$29,100	2024
Fox Oakland Theater Inc	CA	\$293,046	President	\$138,422	\$110,490	2023
The Space On Main	VT	\$251,549	Executive Dir.	\$76,000	\$70,712	2023
Benton Economic Partnership Inc	MN	\$297,127	Executive Dir.	\$134,525	\$119,350	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 149 organizations. Compensation range \$290–\$219,088; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$273,767); for reference, expenses \$243,014 and assets \$577,774.

ROLE MATCH	Nancy R Simmon, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	60 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	50 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 (Nancy R Simmon) 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 149 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,583 is reasonable (approximately the 60th 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.