

Renaissance Internationalinc

Executive Director / CEO

EIN 650461740

FL · NTEE T30

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Soloman, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Stephen Soloman — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T30).

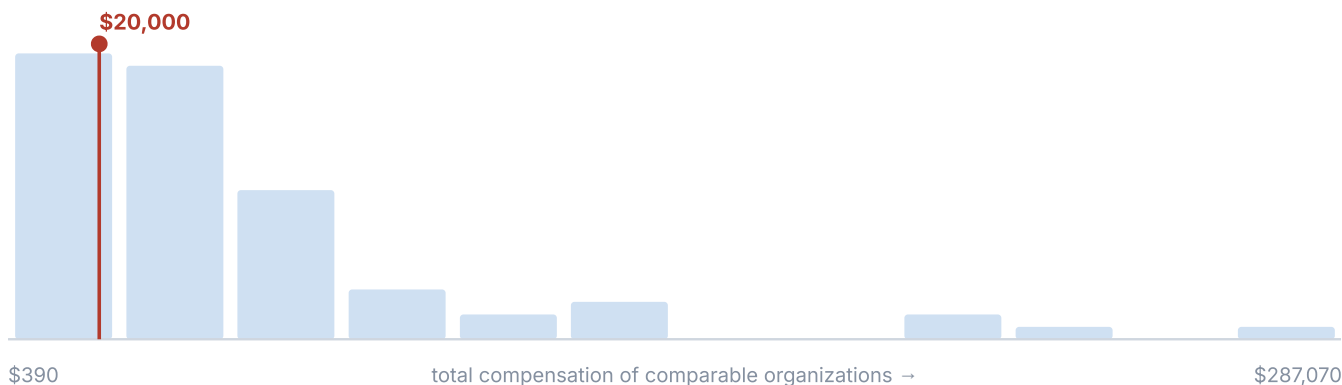
BUDGET Total revenue between \$68,658 and \$153,712 — 0.67x to 1.50x the subject's \$102,475 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography

→ **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,238

\$16,683

\$38,594

\$60,801

\$117,453

\$20,000



■ 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 FL 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
Greater New Orleans Hotel & Lodging	LA	\$100,031	Executive Director	\$24,758	\$29,020	2024
Sophia Transformative Leadership	WI	\$105,927	Executive Di	\$65,958	\$73,326	2024
The Ascension Fund Inc	LA	\$105,954	Executive Dir.	\$41,500	\$50,081	2023
Arise Foundation Inc	NY	\$98,289	Ceo (Through Dec 2024)	\$17,821	\$17,142	2024
The Kranzberg Foundation	MO	\$106,881	Director	\$31,092	\$36,090	2023
United Way Of Kaufman County	TX	\$107,719	Exe Director	\$43,218	\$46,019	2024
Vinfen Corporation Of Larchmont Inc	MA	\$94,515	President (As Of 8/22/22)	\$2,702	\$2,661	2023
Hope Center Foundation Inc	KY	\$110,929	Coo	\$30,099	\$35,439	2023
Madisonville Community Urban Redevelopment Corporation	OH	\$93,598	Interim Executive Director	\$1,046	\$1,179	2024
Suwannee Foundation For Excellence In Education Inc	FL	\$111,572	Secretary/executive Director	\$17,500	\$17,049	2025
Legacy Properties Of The Community	IN	\$112,404	Director	\$7,357	\$8,259	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Gilmour-jirgens Fund	MI	\$91,606	Secretary/treasurer/director	\$64,903	\$71,311	2024
Brooklyn Health Equity Foundation Inc	NY	\$91,567	Chairman	\$91,000	\$87,533	2024
Community Foundation Of The Valleys	CA	\$91,265	Executive Director	\$17,500	\$16,561	2023
Webster Electric Foundation	MO	\$114,101	President	\$346	\$390	2024
Michael & Anita Siegal Family Foundation	OH	\$114,485	Trustee	\$54,292	\$63,020	2023
Neiu Core Foundation	PA	\$114,665	Preseident	\$118,904	\$129,949	2023
Cotton Electric Charitable	OK	\$90,187	Director	\$176,286	\$201,306	2025
Mad Anthony Childrens Foundation	IN	\$89,150	Executive Dir.	\$34,000	\$38,167	2024
Western Reserve Area Agency On Aging	OH	\$88,626	Ceo	\$41,528	\$46,821	2024
Kansas City Kansas Area Chamber	KS	\$87,004	President (F	\$3,686	\$4,239	2024
Capital Manor Foundation	OR	\$118,796	Dir. Of Finance	\$1,916	\$1,950	2023
Joyal Capital Management Foundation Inc	MA	\$86,055	Clerk, Director, Program Director	\$55,008	\$54,173	2023
United Way Of Franklin County	IN	\$85,982	Executive Director	\$30,022	\$34,697	2023
Valeo Foundation	KS	\$119,722	Related Entity Ceo (Thru 8/24)	\$11,103	\$12,768	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	70 organizations. Compensation range \$390–\$287,070; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$102,475); for reference, expenses \$95,197 and assets \$106,875.
ROLE MATCH	Stephen Soloman, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	33 rd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	14 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 (Stephen Soloman) 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 70 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 33rd 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.