

Bj's Heart Inc

Executive Director / CEO

EIN 821620534

TN · NTEE O50

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Renardo Baker, Executive Director / CEO** (\$36,961) against **every comparable organization** that fit the selection criteria — **498** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

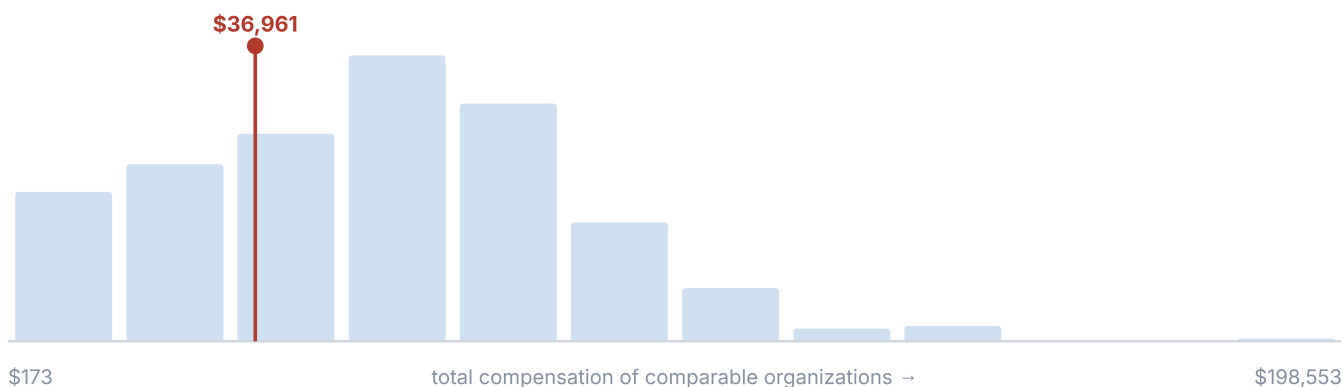
Benchmarked executive: Renardo Baker — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$224,088 and \$501,690 — 0.67x to 1.50x the subject's \$334,460 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

498 organizations qualified on sector, size, and geography → **498** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,314	\$31,636	\$55,646	\$73,836	\$92,138	\$36,961
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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 TN 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
Pelham Together Inc	NY	\$334,542	Executive Dir.	\$100,000	\$85,967	2024
Spot 31	OK	\$334,704	Executive Director	\$53,088	\$57,256	2023
World Soccer Organization Inc	NY	\$334,856	Director	\$21,000	\$18,053	2024
Next Generation Academy-salisbury	NC	\$335,315	Excutive Director	\$53,237	\$52,332	2024
Brausa United Futebol Club Inc	MD	\$335,435	President	\$77,000	\$68,486	2024
Fostering Youth Independence	CA	\$335,766	Treasurer	\$62,000	\$52,437	2023
East-west Cultural And Educationalcenter Inc	MD	\$336,077	Director	\$23,560	\$21,574	2023
Clergy Community Children Youth Coalition	WA	\$332,750	Executive Director	\$105,652	\$92,647	2023
Dreamcatcher Initiative Inc	MA	\$332,636	President/chair	\$84,316	\$72,082	2024
Black Men Achieve Of Greater Rochester Inc	NY	\$336,288	Ceo & Program Leader	\$41,225	\$36,487	2023
Gentlemens Quest Of Tampa Inc	FL	\$336,307	Executive Director	\$40,608	\$37,364	2023
Hope Extreme Inc	LA	\$336,340	Director	\$56,309	\$58,987	2024
Transformation Life Center	TN	\$332,341	Founder/ceo	\$55,000	\$56,625	2023
Alma Domestic Violence Foundation Inc	GA	\$331,859	Founder Ceo	\$100,000	\$102,520	2022
Birch Creek Service Ranch	UT	\$337,516	Director	\$57,500	\$55,987	2024
Girls On The Run Tri County Sc	SC	\$337,571	Executive Dir.	\$70,167	\$69,640	2024
Prodigy Preparatory	PA	\$337,818	Ceo	\$70,000	\$66,410	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kim's Open Door Inc	FL	\$330,616	President	\$93,500	\$86,031	2023
Saint Florian Center Inc	IN	\$338,695	Executive Director	\$51,000	\$51,166	2024
Little Friends For Peace Inc	MD	\$339,254	Co Director	\$80,800	\$71,865	2024
Peruvian Hearts	CO	\$328,418	Executive Director	\$65,000	\$61,046	2023
Chicago Mobile Makers	IL	\$327,876	Executive Director	\$114,444	\$107,038	2024
Girls On The Run Rhode Island	RI	\$327,669	Executive Dir.	\$60,674	\$53,922	2025
Crested Butte Development Team	CO	\$327,642	Director	\$34,000	\$31,932	2023
Camp Claire Inc	CT	\$327,605	Camp Co-director	\$8,000	\$7,346	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	498 organizations. Compensation range \$173–\$198,553; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$334,460); for reference, expenses \$351,404 and assets \$0.
ROLE MATCH	Renardo Baker, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	29 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	29 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 (Renardo Baker) 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 498 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,961 is reasonable (approximately the 29th 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.