

# Renewed By You Inc

Executive Director / CEO

EIN **853704895**

TN · NTEE L25

FY ending 2024-06-30

**June 9, 2026**

This analysis benchmarks the total compensation of **Pamela Sessions, Executive Director / CEO** (\$14,123) against **every comparable organization** that fit the selection criteria — **436** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Pamela Sessions — 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 (L25).
BUDGET	Total revenue between \$50,250 and \$112,500 — 0.67x to 1.50x the subject's \$75,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**436** organizations qualified on sector, size, and geography → **436** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,930	\$9,985	\$20,099	\$35,085	\$62,028	<b>\$14,123</b>
---------	---------	----------	----------	----------	-----------------



## ■ 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
<a href="#">Bsdc Neighborhood Homes Hdfc</a>	NY	\$74,983	President And Ceo	\$17,701	<b>\$15,217</b>	2024
<a href="#">Loretta Village Housing Li Inc</a>	MD	\$75,094	Board Member	\$11,222	<b>\$10,276</b>	2023
<a href="#">Collaborative Development Corporation</a>	FL	\$74,770	Presidentceo	\$17,312	<b>\$15,472</b>	2024
<a href="#">Family Services Of Western Pennsylvania</a>	PA	\$74,768	Ceo	\$28,093	<b>\$27,440</b>	2023
<a href="#">Vesta Twelve Inc</a>	MD	\$75,392	President	\$21,417	<b>\$19,049</b>	2024
<a href="#">New Visions Housing Corporation</a>	CA	\$74,606	Executive Director	\$26,967	<b>\$22,808</b>	2023
<a href="#">Maxcen Housing Society Inc Rhode Island Branch</a>	RI	\$74,583	Ceo	\$5,188	<b>\$4,733</b>	2024
<a href="#">Affordable Senior Housing Of</a>	MA	\$74,574	Executive Director	\$7,138	<b>\$6,540</b>	2022
<a href="#">Adirondack Housing Development Fund Co</a>	NY	\$75,437	Project Manager	\$11,997	<b>\$10,313</b>	2024
<a href="#">Union Apartment Project Inc</a>	NJ	\$75,452	President(term 12/2022)	\$98,598	<b>\$86,223</b>	2023
<a href="#">Washington Court Inc</a>	NH	\$75,524	Executive Director	\$1,242	<b>\$1,063</b>	2025
<a href="#">Evans Place Housing Inc</a>	NJ	\$74,331	Ceo	\$11,980	<b>\$10,176</b>	2024
<a href="#">Mosaic Housing Corp Xx - Garden City</a>	NE	\$74,256	President	\$26,896	<b>\$27,521</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Maxcen Housing Society Inc New Mexico Branch</a>	NM	\$75,884	Ceo	\$5,162	<b>\$5,282</b>	2024
<a href="#">Frankford Elderly Housing Corporation</a>	MO	\$74,027	Vice President	\$2,208	<b>\$2,225</b>	2024
<a href="#">Bridge East #5 Corporation</a>	NY	\$76,040	Ceo	\$18,651	<b>\$16,507</b>	2023
<a href="#">Ican Garden Apartments Inc</a>	OH	\$73,950	Executive Director	\$13,581	<b>\$13,685</b>	2024
<a href="#">Central Coast Housing Corporation</a>	CO	\$76,221	Vice President	\$45,695	<b>\$41,684</b>	2024
<a href="#">Ottey Homes Inc</a>	MD	\$73,737	President	\$20,272	<b>\$18,563</b>	2023
<a href="#">Abilities At Woodside Inc</a>	FL	\$73,554	President/ceo	\$38,173	<b>\$35,124</b>	2023
<a href="#">Tsi Properties I Inc</a>	NY	\$73,522	Assist Secret(nonvoting)/ceo- tsiny	\$100,627	<b>\$89,060</b>	2023
<a href="#">First Shared Housing Corp</a>	PA	\$76,617	Asst Secretary	\$7,018	<b>\$6,658</b>	2024
<a href="#">Ken-crest Housing Pa 2000 Inc</a>	PA	\$76,628	Ceo	\$29,531	<b>\$28,017</b>	2024
<a href="#">Maxcen Housing Society Inc Missouri Branch</a>	MO	\$73,359	President	\$5,188	<b>\$5,228</b>	2024
<a href="#">721 East 6th Street Housing Development</a>	NY	\$73,334	Executive Director	\$2,057	<b>\$1,821</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	436 organizations. Compensation range \$78–\$280,217; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$75,000); for reference, expenses \$347,270 and assets \$8,076,326. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Pamela Sessions, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	344 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	30 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	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</sup>

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 (Pamela Sessions) 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 436 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$14,123 is reasonable (approximately the 34<sup>th</sup> 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.