

Happen Inc

Executive Director / CEO

EIN 311618700

OH · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Joseph Rueff, Executive Director / CEO** (\$34,674) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

Benchmarked executive: Thomas Joseph Rueff — 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 (P20).

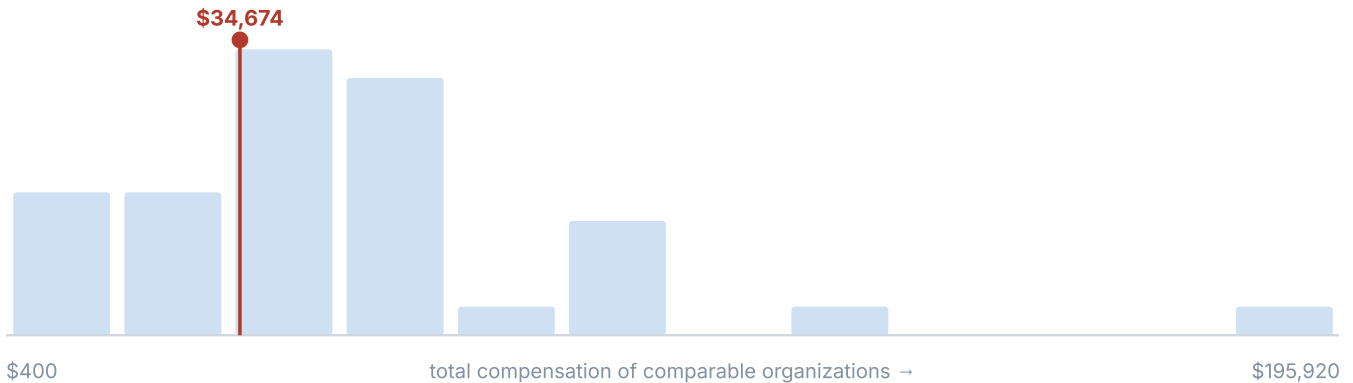
BUDGET Total revenue between \$147,915 and \$331,155 — 0.67x to 1.50x the subject's \$220,770 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + OH + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography

→ **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,754	\$27,082	\$48,198	\$60,140	\$89,627	\$34,674
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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 OH 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
Bellbrook Sugarcreek Community Support Center	OH	\$218,168	Executive Director	\$36,000	\$34,066	2025
Black Leaders Against Sex Trafficking Inc	OH	\$217,049	President	\$60,000	\$58,279	2024
Faith For Culture	OH	\$227,574	President	\$130,619	\$126,872	2024
Never Give Up Never Quit	OH	\$230,250	Ceo	\$100,000	\$97,131	2024
Licking Co Coalition Of Care	OH	\$210,399	Executive Director	\$51,140	\$51,140	2023
Equasion	OH	\$210,318	Executive Di	\$26,400	\$25,643	2024
To Whom It May Concern	OH	\$203,951	Secretarydirector Prison Reentry	\$47,840	\$46,467	2024
Destination Canal Winchester	OH	\$202,723	Executive Di	\$45,000	\$45,000	2023
Seven Baskets Community Development Corporation	OH	\$202,529	Executive Director	\$3,960	\$3,747	2025
Southwest India Christian Mission Inc	OH	\$239,515	Missionary	\$81,836	\$79,488	2024
The National Threshers Association	OH	\$197,015	Treasurer	\$800	\$800	2023
Lancaster-fairfield County Charity Newsies Inc	OH	\$246,080	Secretary	\$400	\$400	2023
Juvenile Justice Coalition	OH	\$249,390	Executive Di	\$85,834	\$85,834	2023
Adventures In Truth Ministries	OH	\$249,483	President	\$48,801	\$48,801	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Her Academy	OH	\$249,626	Executive Di	\$207,044	\$195,920	2025
Neighborhood Allies	OH	\$255,099	Presidentceo	\$54,079	\$54,079	2023
Ahead Inc	OH	\$185,500	Executive Director	\$61,478	\$59,714	2024
Serving Beyond Borders	OH	\$260,473	Presidentexecutive Director	\$90,600	\$88,001	2024
Mid-ohio Board For An	OH	\$267,250	Exec Dir	\$52,003	\$49,209	2025
Downtown Chillicothe	OH	\$173,376	Program Manager	\$49,000	\$47,594	2024
The Israel Story Inc	OH	\$171,747	President	\$91,253	\$91,253	2023
Black Child Development Institute Ohio	OH	\$169,105	President	\$41,750	\$41,750	2023
Potters House Ministries Inc	OH	\$167,060	Executive Director	\$65,167	\$63,297	2024
Childrens Lantern Inc	OH	\$166,793	Executive Director	\$42,956	\$42,956	2023
Getting To We	OH	\$274,928	Ex-officio/d	\$16,226	\$15,760	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2023 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 OH 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	36 organizations. Compensation range \$400–\$195,920; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$220,770); for reference, expenses \$173,607 and assets \$83,438.
ROLE MATCH	Thomas Joseph Rueff, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	31 st
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	31 st

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 (Thomas Joseph Rueff) 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 36 similarly situated organizations (Same NTEE sector (P20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,674 is reasonable (approximately the 31st 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.