

His Hope Teen Challenge

Executive Director / CEO

EIN 474376867

OH · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rusty Toadvine, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Rusty Toadvine — 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 (P20).

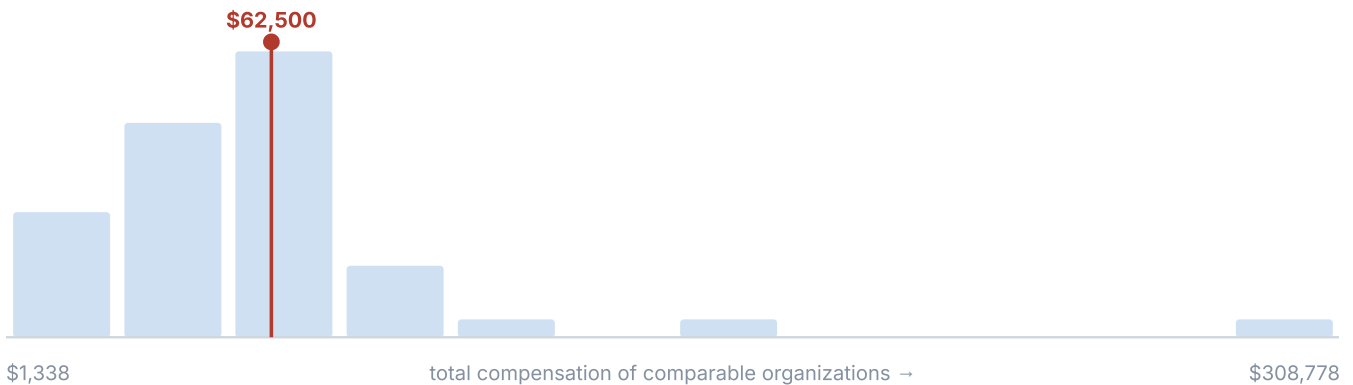
BUDGET Total revenue between \$257,296 and \$576,036 — 0.67x to 1.50x the subject's \$384,024 (the band tightens as size grows).

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

42 organizations qualified on sector, size, and geography

→ **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,172	\$36,724	\$53,311	\$66,863	\$90,808	\$62,500
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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
Discovering Mercy	OH	\$384,277	Co Exec. Dir	\$88,225	\$90,831	2023
The Common Good Of Preble County	OH	\$389,882	Executive Director	\$52,797	\$52,797	2024
Enlightened Solutions	OH	\$376,844	Managing Director	\$100,000	\$97,422	2025
The Maria Hay Forbes Centre	OH	\$393,127	Childcare Director	\$28,713	\$28,713	2024
Ihsan Worldwide	OH	\$406,121	Executive Di	\$64,777	\$66,690	2023
Greater Warren Youngstown Urban League	OH	\$356,033	President	\$84,462	\$86,957	2023
Agudath Israel Of Ohio Inc	OH	\$413,942	Executive Director	\$167,844	\$172,802	2023
Northeast Ohio Foundation For Patriotism	OH	\$414,979	Executive Director	\$72,824	\$74,975	2023
Look Up Ministries	OH	\$345,102	Executive Director	\$45,750	\$45,750	2024
Partners For Medical Relief	OH	\$341,574	President	\$36,000	\$36,000	2024
The Pike County Outreach Council Of	OH	\$335,639	Executive Director	\$50,000	\$53,587	2022
Sanctuary Community Action	OH	\$333,467	Executive Director	\$19,760	\$19,760	2024
Faith House Academy & Early Learning Center	OH	\$331,543	Pastor/ceo	\$23,035	\$23,715	2023
Forensic Nursing Network Inc	OH	\$331,431	Executive Director/treasurer	\$74,544	\$74,544	2024
Ivy Womens Center Inc	OH	\$438,608	Executive Director	\$51,513	\$53,035	2023
Inclusionworks	OH	\$327,438	President	\$1,300	\$1,338	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shepherds House Of Portage County	OH	\$323,858	Executive Director	\$58,719	\$58,719	2024
Ht Ministries	OH	\$445,860	Executive Director	\$53,875	\$53,875	2024
Affecting Community Transformation	OH	\$446,012	Executive Director	\$65,382	\$65,382	2024
Hope Ministries International	OH	\$319,526	Pres	\$28,000	\$28,000	2024
United Church Residences Of Moundsville	OH	\$319,422	Treasurer	\$50,772	\$50,772	2024
Operation Ramp It Up For Veterans	OH	\$318,394	Executive Dir.	\$22,000	\$22,000	2024
Welcome To A New Life	OH	\$318,256	Executive Di	\$57,339	\$59,033	2023
Hannah's House 119	OH	\$310,768	Director	\$45,096	\$45,096	2024
The Strongsville Emergency Food	OH	\$301,025	Coordinator	\$24,288	\$24,288	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 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 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 42 organizations. Compensation range \$1,338–\$308,778; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$384,024); for reference, expenses \$307,255 and assets \$1,326,987.

ROLE MATCH Rusty Toadvine, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	64 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	57 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 (Rusty Toadvine) 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 42 similarly situated organizations (Same NTEE sector (P20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 64th 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.