

Cincy Hat Foundation Inc

Executive Director / CEO

EIN 994143088

OH · NTEE J33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Renie, Executive Director / CEO** (\$32,295) against **every comparable organization** that fit the selection criteria — **444** 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: Matthew Renie — reported title "VICE PRESIDENT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J33).
BUDGET	Total revenue between \$250,509 and \$560,842 — 0.67x to 1.50x the subject's \$373,895 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

444 organizations qualified on sector, size, and geography → **444** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,489	\$21,121	\$56,392	\$83,049	\$117,029	\$32,295
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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
International Brotherhood Of Electrical Workers	FL	\$373,358	Director	\$83,157	\$71,856	2025
Ohio Valley And Southern States Laborers	OH	\$374,527	Director	\$63,633	\$63,633	2024
Jefferson County Education	CO	\$372,786	President	\$141,132	\$127,770	2024
United Union Of Roofers 42 Rdwa	OH	\$371,848	Business Man	\$76,305	\$76,305	2024
Urban Bridges	OH	\$371,517	President	\$28,800	\$29,651	2023
Metropolitan Electrical Contractors	NY	\$369,881	Treasurer	\$20,000	\$17,567	2023
Heartfelt Tidbits Inc	OH	\$378,304	Executive Di	\$80,500	\$80,500	2024
Connecticut Federation Of School	CT	\$378,502	Co-president	\$75,000	\$68,354	2023
Rural Engagement And Vitality Center	OR	\$378,542	Executive Director	\$92,900	\$81,454	2024
Urban Ed Inc	DC	\$379,011	President	\$106,855	\$88,531	2024
Operating Engineers National Charity	DC	\$379,161	President	\$181,109	\$150,052	2024
Professional Firefighters Of Marion	FL	\$379,839	President	\$12,656	\$11,557	2023
Goodwill Ky Support Corporation	KY	\$379,921	Treasurer	\$26,572	\$27,750	2023
Smithtown Teachers Assoc	NY	\$380,190	Treasurer	\$1,706	\$1,455	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Margate Business Association Inc	NJ	\$367,350	Executive Director	\$76,667	\$64,628	2024
Diversity Cyber Council Inc	GA	\$367,282	President	\$37,500	\$36,652	2023
Bowling Green State University	OH	\$367,156	President	\$8,400	\$8,648	2023
New Mexico Caregivers Coalition	NM	\$367,110	President & Ceo/secretary	\$94,144	\$95,602	2024
Supreme Transitions	MI	\$380,816	President/director	\$77,000	\$75,038	2024
Classified Employees	AK	\$366,877	President	\$95,791	\$86,466	2024
Propel Network Inc	NY	\$381,193	Educational Consultant	\$83,000	\$70,812	2024
We Grow Dreams Inc	IL	\$366,585	Executive Director	\$30,000	\$27,846	2024
Midnight Run Inc	NY	\$381,221	Executive Dir.	\$179,568	\$153,200	2024
Foundation For Fair Contracting -	MD	\$381,958	Executive Director	\$187,413	\$170,315	2023
Forest Lake Education Association	MN	\$365,436	President	\$5,300	\$4,945	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 **444** organizations. Compensation range \$17–\$526,800; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$373,895); for reference, expenses \$137,371 and assets \$262,378. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Matthew Renie, reported title " <i>VICE PRESIDENT</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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)	32 nd
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	30 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 (Matthew Renie) 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 444 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$32,295 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.