

North Texas Charities

Executive Director / CEO

EIN 202337863

TX · NTEE P29

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Stults, Executive Director / CEO** (\$74,077) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

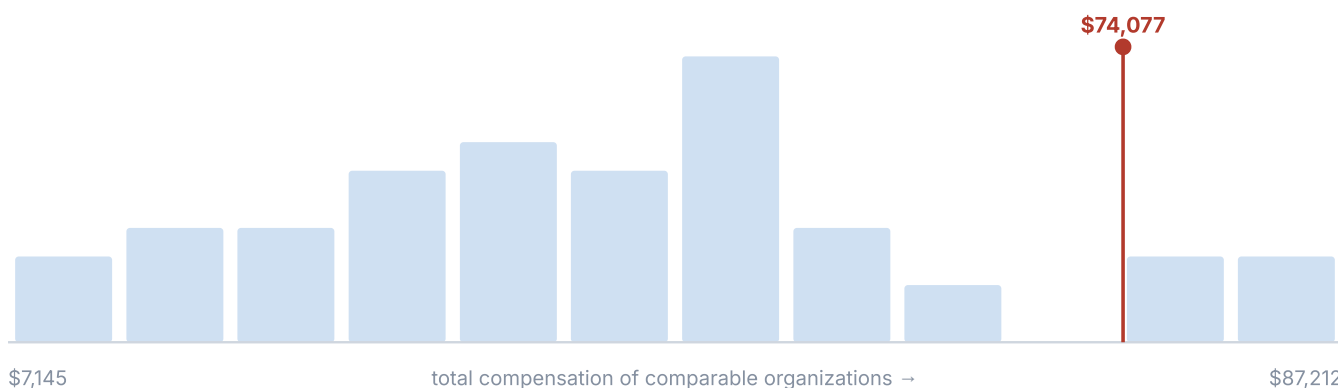
Benchmarked executive: Melissa Stults — reported title “STORE MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29).
BUDGET	Total revenue between \$284,870 and \$637,770 — 0.67x to 1.50x the subject's \$425,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,128	\$29,537	\$42,415	\$52,441	\$73,435	\$74,077
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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 TX 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
Fort Myer Thrift Shop	VA	\$424,301	Bookkeeper	\$21,665	\$19,788	2025
St John's Christian Charity &	MI	\$423,826	President/tr	\$85,100	\$85,290	2024
Hope 4 Kids Inc	FL	\$423,822	President	\$46,154	\$43,345	2023
A Lot Of Good	CA	\$427,768	President	\$96,326	\$83,152	2023
Shadow Box Nfp	IL	\$411,548	President	\$54,590	\$52,113	2024
Ruths House Inc	MA	\$404,034	Executive Dir.	\$48,385	\$42,219	2024
Troost Thrift Store Inc	MO	\$402,310	President	\$12,490	\$12,846	2024
Second Chances Thrift Inc	OK	\$400,699	Director	\$62,250	\$66,558	2024
Northland Ministerial Association	TN	\$400,597	President	\$55,600	\$56,749	2024
Et Cetera Shop Nfp	IL	\$398,741	Executive Director	\$51,488	\$50,603	2023
Lucky Dog Thrift Store	ID	\$396,778	Executive Dir.	\$49,708	\$51,346	2024
Manna For Life Ministries Inc	WI	\$392,153	Chairman	\$7,046	\$7,145	2024
Greenlife United Inc	PA	\$383,339	President &	\$20,763	\$20,105	2024
Mcb Thrift Stores Inc	MO	\$475,454	Store Manage	\$47,840	\$49,200	2024
Live Thankfully Little Rock	AR	\$478,256	President	\$73,500	\$80,222	2024
Pie In The Sky Community Alliance Inc	FL	\$478,481	Senior Program Manager	\$48,000	\$43,785	2024
Green Scene Thrift	PA	\$478,742	Store Manager	\$49,560	\$47,990	2024
Fvca Thrift Inc	WI	\$479,016	Executive Dire	\$30,000	\$31,321	2023
Giving Tree Topeka Inc	KS	\$483,958	Officer	\$36,131	\$39,021	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Worn Again Too Inc	IL	\$365,304	Executive Director	\$52,901	\$50,500	2024
New2you A Green Store	VA	\$364,171	President	\$30,678	\$28,762	2024
Wellston Center	MO	\$363,600	Director	\$33,871	\$34,834	2024
Desert Best Friends Closet	CA	\$363,160	Executive Director	\$73,000	\$59,630	2025
Willing Partners Inc	VA	\$362,214	Executive Di	\$30,808	\$29,737	2023
The Master's Touch Of Sneads Ferry Ll Inc	NC	\$358,528	Manager	\$36,546	\$37,750	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	52 organizations. Compensation range \$7,145–\$87,212; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$425,180); for reference, expenses \$347,959 and assets \$586,211.
ROLE MATCH	Melissa Stults, reported title " <i>STORE MANAGER</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	87 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 (Melissa Stults) 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 52 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,077 is reasonable (approximately the 88th 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.