

# Duxbury Thrift And Consignment Shop Inc

Executive Director / CEO

EIN 237297603  
 MA · NTEE P29Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Linda Cully, Executive Director / CEO** (\$27,846) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

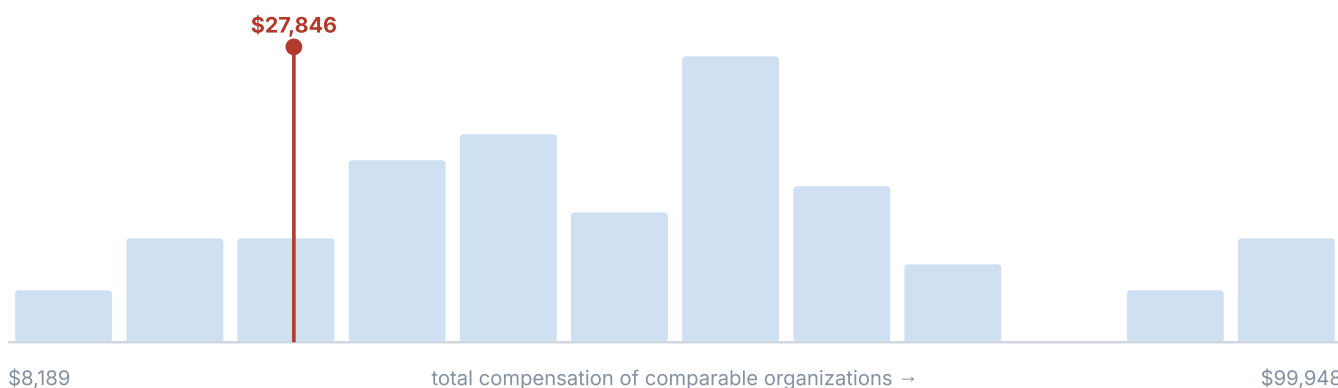
**Benchmarked executive:** Linda Cully — reported title "FORMER DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29Z).
BUDGET	Total revenue between \$229,741 and \$514,347 — 0.67x to 1.50x the subject's \$342,898 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

**56** organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,503	\$35,067	\$49,255	\$62,210	\$80,914	<b>\$27,846</b>
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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 MA 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="#">Treasures In Heaven</a>	WA	\$344,571	President	\$75,000	<b>\$76,931</b>	2023
<a href="#">Holding Hands Resale Shop</a>	MS	\$340,782	Executive Di	\$38,271	<b>\$48,834</b>	2023
<a href="#">St Edwards Conference Of St Vincent</a>	ID	\$350,321	President	\$35,360	<b>\$41,859</b>	2024
<a href="#">Matthew 25 Thrift Shop</a>	PA	\$351,273	Store Managertreasurerboard	\$30,981	<b>\$35,396</b>	2023
<a href="#">Youth Ability Inc</a>	CA	\$352,030	Program Directo	\$63,718	<b>\$61,228</b>	2024
<a href="#">Garner Area Ministries Inc</a>	NC	\$352,118	Director	\$20,612	<b>\$23,701</b>	2024
<a href="#">The Fringe Thrift Closet</a>	OH	\$328,067	President	\$37,500	<b>\$44,199</b>	2024
<a href="#">The Master's Touch Of Sneads Ferry Ii Inc</a>	NC	\$358,528	Manager	\$36,546	<b>\$43,263</b>	2023
<a href="#">Willing Partners Inc</a>	VA	\$362,214	Executive Di	\$30,808	<b>\$34,080</b>	2023
<a href="#">Desert Best Friends Closet</a>	CA	\$363,160	Executive Director	\$73,000	<b>\$68,339</b>	2025
<a href="#">Wellston Center</a>	MO	\$363,600	Director	\$33,871	<b>\$39,922</b>	2024
<a href="#">Twice Blessed Inc</a>	VT	\$321,863	Secretary	\$25,803	<b>\$28,901</b>	2024
<a href="#">New2you A Green Store</a>	VA	\$364,171	President	\$30,678	<b>\$32,963</b>	2024
<a href="#">Welcome Home Inc</a>	MA	\$320,776	Executive Di	\$25,000	<b>\$25,738</b>	2023
<a href="#">Worn Again Too Inc</a>	IL	\$365,304	Executive Director	\$52,901	<b>\$57,876</b>	2024
<a href="#">Pray 1 Inc</a>	FL	\$319,897	Vice President	\$39,300	<b>\$42,298</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Church Street Ministries Inc</a>	OH	\$317,165	Executive Director	\$48,000	<b>\$58,246</b>	2023
<a href="#">Traded Treasures Thrift Store And</a>	WI	\$305,314	Exec Dir, Pr	\$83,533	<b>\$99,948</b>	2023
<a href="#">Greenlife United Inc</a>	PA	\$383,339	President &	\$20,763	<b>\$23,042</b>	2024
<a href="#">Around Again</a>	WA	\$299,555	President	\$24,010	<b>\$23,305</b>	2025
<a href="#">Dividing Bread Ministry Inc</a>	OK	\$293,737	President	\$30,600	<b>\$38,604</b>	2023
<a href="#">Manna For Life Ministries Inc</a>	WI	\$392,153	Chairman	\$7,046	<b>\$8,189</b>	2024
<a href="#">Harvest House Inc</a>	FL	\$290,251	Executive Director	\$62,683	<b>\$65,529</b>	2024
<a href="#">Bridging The Gap Together Incorporated</a>	OK	\$289,148	President	\$35,760	<b>\$43,819</b>	2024
<a href="#">Lucky Dog Thrift Store</a>	ID	\$396,778	Executive Dir.	\$49,708	<b>\$58,845</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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** 56 organizations. Compensation range \$8,189–\$99,948; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$342,898); for reference, expenses \$278,616 and assets \$374,190.

**ROLE MATCH** Linda Cully, reported title "*FORMER DIRECTOR*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	16 <sup>th</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 (Linda Cully) 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 56 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,846 is reasonable (approximately the 16<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.