

Fiesta Thrift Store Inc

Executive Director / CEO

EIN 260286669

AZ · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Cervi, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **187** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

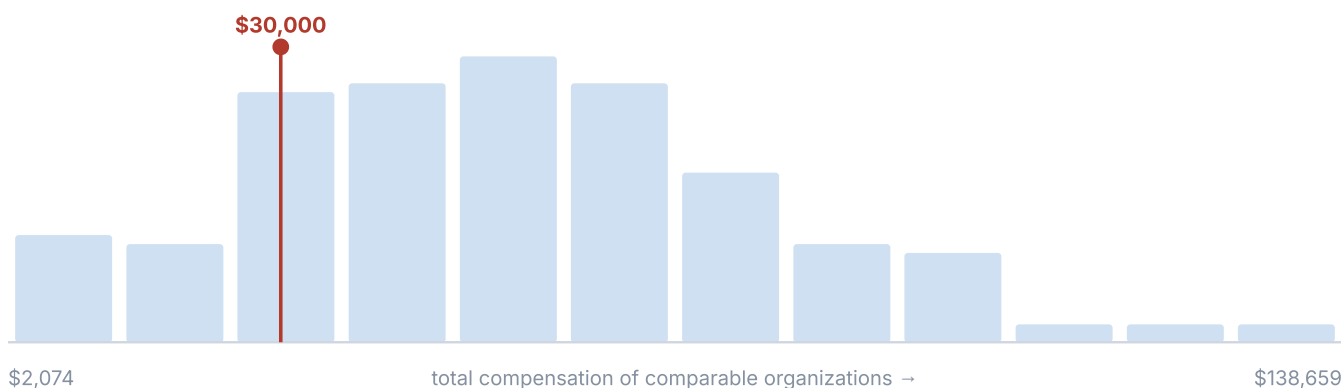
Benchmarked executive: Laura Cervi — reported title "STORE MANAGER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$199,046 and \$445,627 — 0.67x to 1.50x the subject's \$297,085 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

187 organizations qualified on sector, size, and geography → **187** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,523	\$35,138	\$52,140	\$69,075	\$87,298	\$30,000
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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 AZ 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
Southern Sudan Mission Inc	TX	\$297,124	President	\$43,402	\$46,477	2023
Crossroads Pregnancy Resource Cente	LA	\$294,825	Executive Di	\$71,750	\$82,151	2024
Pregnancy Support Center Of Carroll	MD	\$293,769	Executive Dir.	\$57,000	\$55,411	2024
Ethaar Inc	GA	\$300,589	Executive Director	\$49,039	\$51,270	2024
Mariposa Child Success Programs Inc	MD	\$293,020	President, Cheif Academic	\$99,996	\$100,079	2023
Stepping Stone Charlottesville	VA	\$292,252	Exec. Direct	\$29,998	\$30,117	2024
Family Mentor Foundation	OH	\$290,839	Executive Director	\$65,000	\$71,585	2024
Katie Teets Bradshaw Comfort House Inc	VA	\$290,655	Community Coordinator	\$50,000	\$51,681	2023
The Forward Foundation	TX	\$290,161	President	\$128,807	\$133,975	2024
Neighborlink Porter County	IN	\$288,351	Executive Dir.	\$38,610	\$42,337	2024
Yes 2 Kollege Educational	CA	\$306,956	President & Ceo	\$14,500	\$13,403	2023
Hustle Mommies	IL	\$287,016	President	\$61,029	\$64,230	2023
Hope Unexpected	MI	\$308,671	Executive Director	\$49,816	\$55,044	2023
Carsons Village	TX	\$309,758	Coo	\$61,610	\$64,082	2024
Beltway 8 South Crisis Pregnancy	TX	\$284,207	Executive Di	\$56,224	\$58,480	2024
Raregivers Inc	CA	\$284,045	President	\$90,585	\$81,333	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vermont Kin As Parents Inc	VT	\$283,791	Executive Director	\$51,249	\$53,636	2024
Valley Hope Counseling Center	VA	\$282,697	Executive Di	\$73,591	\$76,066	2023
Agape Hands	CA	\$282,113	Executive Dir.	\$54,608	\$49,031	2024
Healing House	WV	\$282,095	President	\$46,550	\$51,057	2025
Alpha Womens Center Of Barry County	MI	\$281,304	Executive Director	\$10,640	\$11,756	2023
Hires Family Resources Inc	WA	\$281,281	Co-administrator	\$64,355	\$59,911	2024
Ritchie County Family Resource Network Inc	WV	\$313,240	Director	\$35,224	\$40,827	2023
Rockwall Grace Center For Family &	TX	\$278,985	Executive Di	\$100,000	\$107,085	2023
In The City For Good	TX	\$316,769	President/ceo/director	\$52,000	\$54,086	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 187 organizations. Compensation range \$2,074–\$138,659; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$297,085); for reference, expenses \$302,720 and assets \$116,704.

ROLE MATCH Laura Cervi, reported title "*STORE MANAGER*", 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	5 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	19 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	17 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 (Laura Cervi) 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 187 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 19th 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.