

Around Again

Executive Director / CEO

This analysis benchmarks the total compensation of **Gavin Wuttken, Executive Director / CEO** (\$24,010) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Gavin Wuttken — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P29).

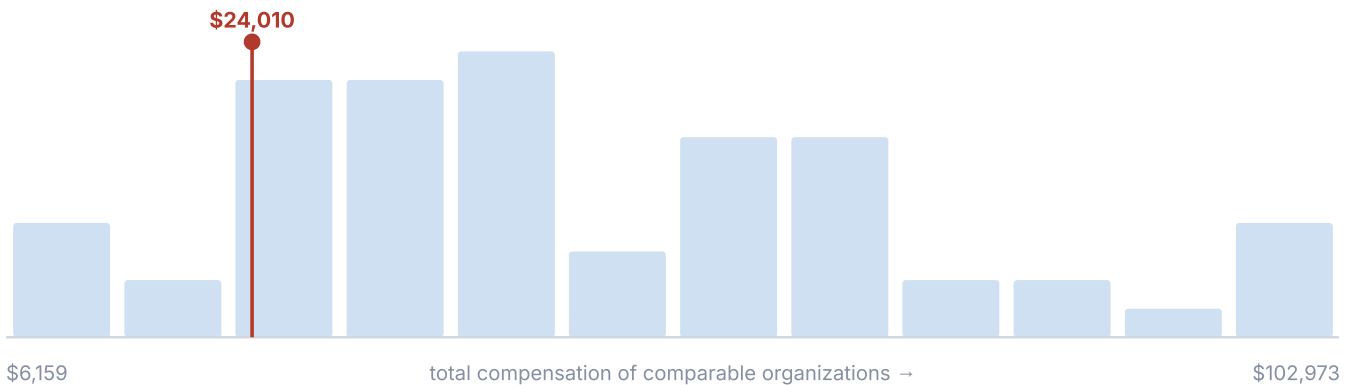
BUDGET Total revenue between \$200,701 and \$449,332 — 0.67x to 1.50x the subject's \$299,555 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography

→ **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,970	\$32,058	\$44,075	\$63,237	\$79,861	\$24,010
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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 WA 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
Traded Treasures Thrift Store And	WI	\$305,314	Exec Dir, Pr	\$83,533	\$102,973	2023
Dividing Bread Ministry Inc	OK	\$293,737	President	\$30,600	\$39,771	2023
Harvest House Inc	FL	\$290,251	Executive Director	\$62,683	\$67,511	2024
Bridging The Gap Together Incorporated	OK	\$289,148	President	\$35,760	\$45,145	2024
Highway City Community Development Inc	CA	\$284,727	Executive Director	\$62,500	\$63,703	2023
Church Street Ministries Inc	OH	\$317,165	Executive Director	\$48,000	\$60,008	2023
The Treasure House	PA	\$280,626	Executive Di	\$50,718	\$59,700	2023
Pray 1 Inc	FL	\$319,897	Vice President	\$39,300	\$43,577	2023
Welcome Home Inc	MA	\$320,776	Executive Di	\$25,000	\$26,517	2023
Brysonns Closet	TN	\$277,665	President	\$22,851	\$27,539	2024
Twice Blessed Inc	VT	\$321,863	Secretary	\$25,803	\$29,776	2024
Castle Thrift Store & Health Food Inc	CA	\$275,610	President	\$41,284	\$40,871	2024
The Fringe Thrift Closet	OH	\$328,067	President	\$37,500	\$45,536	2024
Volunteers Serving The Need	TX	\$261,528	Ceo	\$83,200	\$95,417	2024
Holding Hands Resale Shop	MS	\$340,782	Executive Di	\$38,271	\$50,312	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Duxbury Thrift And Consignment Shop Inc	MA	\$342,898	Former Director	\$27,846	\$28,689	2024
Bull City Fair Trade	NC	\$255,049	Executive Director	\$55,089	\$65,260	2024
Treasures In Heaven	WA	\$344,571	President	\$75,000	\$79,258	2023
St Edwards Conference Of St Vincent	ID	\$350,321	President	\$35,360	\$43,126	2024
The Open Door Christian Center	SC	\$247,984	Executive Di	\$16,231	\$19,413	2024
Matthew 25 Thrift Shop	PA	\$351,273	Store Managertreasurerboard	\$30,981	\$36,467	2023
Capstone Ministries Inc	IN	\$247,501	Parish	\$28,634	\$34,620	2024
Youth Ability Inc	CA	\$352,030	Program Directo	\$63,718	\$63,081	2024
Garner Area Ministries Inc	NC	\$352,118	Director	\$20,612	\$24,417	2024
Princeton Nearly New Shop Corp	NJ	\$246,648	Trustee	\$68,464	\$72,152	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2025 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 WA 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 60 organizations. Compensation range \$6,159–\$102,973; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$299,555); for reference, expenses \$298,927 and assets \$59,068.

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

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	13 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	13 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 (Gavin Wuttken) 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 60 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,010 is reasonable (approximately the 13th 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.