

# Fvca Thrift Inc

Executive Director / CEO

EIN 271112121

WI · NTEE P29

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Sheila Wenzel, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

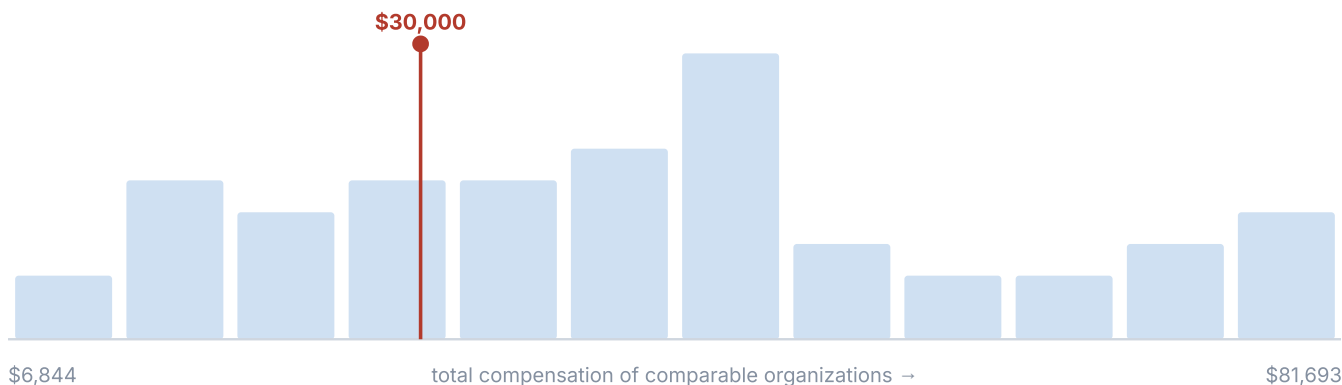
**Benchmarked executive:** Sheila Wenzel — reported title “EXECUTIVE DIRE”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29).
BUDGET	Total revenue between \$320,940 and \$718,524 — 0.67x to 1.50x the subject's \$479,016 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

**50** organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,086	\$27,907	\$41,294	\$53,034	\$71,283	\$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 WI 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="#">Green Scene Thrift</a>	PA	\$478,742	Store Manager	\$49,560	<b>\$45,966</b>	2024
<a href="#">Pie In The Sky Community Alliance Inc</a>	FL	\$478,481	Senior Program Manager	\$48,000	<b>\$41,938</b>	2024
<a href="#">Live Thankfully Little Rock</a>	AR	\$478,256	President	\$73,500	<b>\$76,838</b>	2024
<a href="#">Mcb Thrift Stores Inc</a>	MO	\$475,454	Store Manage	\$47,840	<b>\$47,125</b>	2024
<a href="#">Giving Tree Topeka Inc</a>	KS	\$483,958	Officer	\$36,131	<b>\$37,376</b>	2023
<a href="#">The Thrift Shop Of Boston Inc</a>	MA	\$498,525	Manager	\$69,352	<b>\$57,961</b>	2024
<a href="#">The Clubs Thrift Store Inc</a>	MN	\$498,598	Manager	\$50,609	<b>\$46,509</b>	2024
<a href="#">Et Cetera Shop Of Hutchinson Inc</a>	KS	\$511,206	Mgr	\$38,952	<b>\$40,294</b>	2023
<a href="#">Millies Mission Inc</a>	IN	\$512,464	Executive Di	\$27,447	<b>\$27,715</b>	2023
<a href="#">Faithcentre</a>	PA	\$523,143	Executive Director	\$82,500	<b>\$76,517</b>	2024
<a href="#">A Lot Of Good</a>	CA	\$427,768	President	\$96,326	<b>\$79,644</b>	2023
<a href="#">North Texas Charities</a>	TX	\$425,180	Store Manager	\$74,077	<b>\$70,952</b>	2023
<a href="#">Fort Myer Thrift Shop</a>	VA	\$424,301	Bookkeeper	\$21,665	<b>\$18,954</b>	2025
<a href="#">St John's Christian Charity &amp;</a>	MI	\$423,826	President/tr	\$85,100	<b>\$81,693</b>	2024
<a href="#">Hope 4 Kids Inc</a>	FL	\$423,822	President	\$46,154	<b>\$41,516</b>	2023
<a href="#">Middle Ga Sonrise Ministry Inc</a>	GA	\$534,264	Trustee	\$43,920	<b>\$41,072</b>	2024
<a href="#">Community Family Services Inc</a>	PA	\$534,560	Treasurer	\$14,233	<b>\$13,201</b>	2024
<a href="#">Shadow Box Nfp</a>	IL	\$411,548	President	\$54,590	<b>\$49,914</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ruths House Inc</a>	MA	\$404,034	Executive Dir.	\$48,385	<b>\$40,438</b>	2024
<a href="#">Troost Thrift Store Inc</a>	MO	\$402,310	President	\$12,490	<b>\$12,304</b>	2024
<a href="#">Second Chances Thrift Inc</a>	OK	\$400,699	Director	\$62,250	<b>\$63,751</b>	2024
<a href="#">Northland Ministerial Association</a>	TN	\$400,597	President	\$55,600	<b>\$54,355</b>	2024
<a href="#">Et Cetera Shop Nfp</a>	IL	\$398,741	Executive Director	\$51,488	<b>\$48,468</b>	2023
<a href="#">Lucky Dog Thrift Store</a>	ID	\$396,778	Executive Dir.	\$49,708	<b>\$49,180</b>	2024
<a href="#">Manna For Life Ministries Inc</a>	WI	\$392,153	Chairman	\$7,046	<b>\$6,844</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	50 organizations. Compensation range \$6,844–\$81,693; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$479,016); for reference, expenses \$372,941 and assets \$930,863.
ROLE MATCH	Sheila Wenzel, reported title <i>"EXECUTIVE DIRE"</i> , 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	30 <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 (Sheila Wenzel) 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 10, 2026, comparing compensation against 50 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 32<sup>nd</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 10, 2026.