

Inter-faith Thrift Shop Inc

Executive Director / CEO

EIN 341259999
 OH · NTEE B90
 FY ending 2024-10-31
 June 9, 2026

This analysis benchmarks the total compensation of **Becky Strayer, Executive Director / CEO** (\$25,195) against **every comparable organization** that fit the selection criteria — **486** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

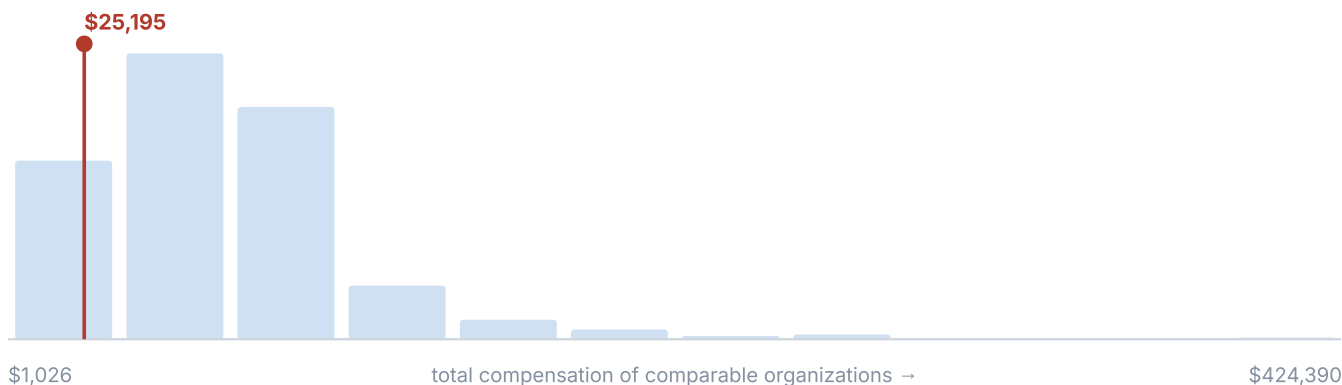
Benchmarked executive: Becky Strayer — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$300,112 and \$671,893 — 0.67x to 1.50x the subject's \$447,929 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

486 organizations qualified on sector, size, and geography → **486** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,900	\$39,665	\$60,248	\$89,954	\$112,892	\$25,195
----------	----------	----------	----------	-----------	----------



● 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 OH 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
St Nicholas Academy	MO	\$448,465	Executive Di	\$92,651	\$92,651	2024
Outside Perspectives Inc	CT	\$447,364	Executive Director	\$62,000	\$54,885	2024
Nalukai Foundation	HI	\$446,806	Cfo	\$50,000	\$43,514	2023
Achieving Community Task Successfully	TX	\$449,491	Executive Director	\$18,000	\$17,502	2023
Innovation Ohio Education Fund	OH	\$446,331	Ceo	\$65,305	\$67,234	2023
Mobile Area Interfaith Conference	AL	\$449,877	Executive Director	\$71,897	\$73,335	2024
Edgewater Collective	CO	\$445,902	Executive Director	\$65,500	\$61,051	2023
Reach Western Ct Inc	CT	\$445,823	Exec Dir (7/2024-2/2025), Prog Dir	\$121,170	\$104,501	2025
Vmi Inc	VT	\$450,829	Executive Director	\$103,224	\$100,992	2023
Scentsability Micro-enterprise Inc	FL	\$444,348	Employee	\$26,194	\$23,233	2024
Health & Technology Training Institute	PA	\$444,050	Executive Director (P)	\$56,074	\$52,796	2024
Partners In Academics & Therapeutic	VA	\$452,399	President	\$7,725	\$7,042	2024
Central Miami Christian Academy Inc	FL	\$443,333	Administrator	\$65,000	\$56,167	2025
Books In Homes Usa Inc	PA	\$442,791	Board Chair	\$23,333	\$22,618	2023
Kids Place At Sequoyah Inc	TN	\$442,276	Executive Director	\$55,500	\$53,660	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ukraine Global Scholars Foundation	MA	\$454,091	Officer President	\$68,269	\$57,921	2024
Roots Family Center	CO	\$441,622	Executive Director	\$106,741	\$94,145	2025
Homework House Inc	MA	\$454,620	Executive Dir.	\$66,590	\$58,166	2023
Paid In Full Oregon	OR	\$440,523	Executive Director	\$66,667	\$60,179	2023
Mississippi Farm Bureau Foundation &	MS	\$455,622	President	\$46,848	\$49,263	2024
Routt County Riders	CO	\$455,653	Executive Dir.	\$79,660	\$72,118	2024
Memoria Decolonial Inc	PR	\$439,801	President	\$12,000	\$12,000	2024
Long Beach City College Auxiliary Inc	CA	\$456,103	Director Bss	\$176,912	\$148,492	2023
Leadachild Society	KS	\$457,169	Executive Director	\$121,251	\$123,676	2024
Erudite Russian Language Educational And Cultural Center Inc	VA	\$457,817	President, Director	\$40,500	\$38,011	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **486** organizations. Compensation range \$1,026–\$424,390; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$447,929); for reference, expenses \$379,979 and assets \$1,122,425.

ROLE MATCH	Becky Strayer, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	14 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 (Becky Strayer) 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 486 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,195 is reasonable (approximately the 15th 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.