

Inside Out Thrift Ministries Inc

Executive Director / CEO

EIN 371705265

IL · NTEE P99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dorothy Powers, Executive Director / CEO** (\$3,780) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

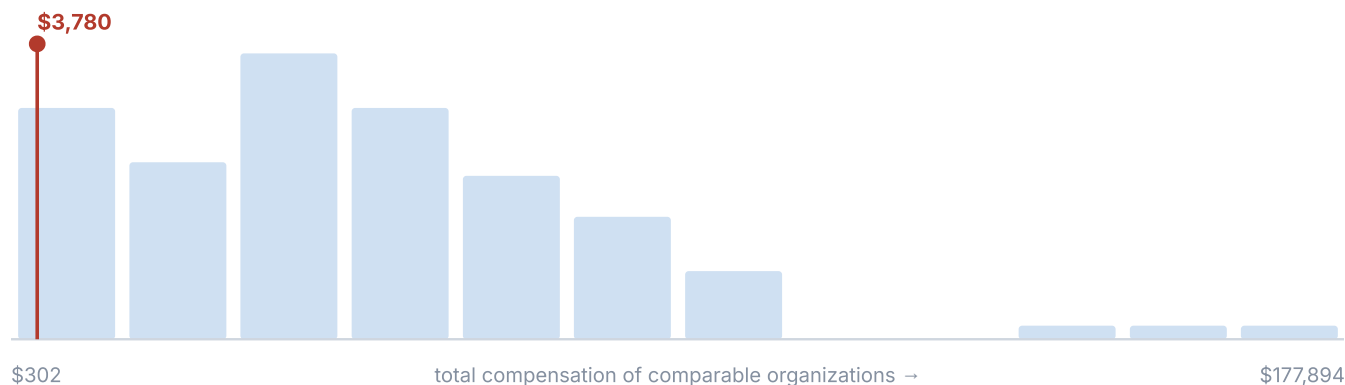
Benchmarked executive: Dorothy Powers — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

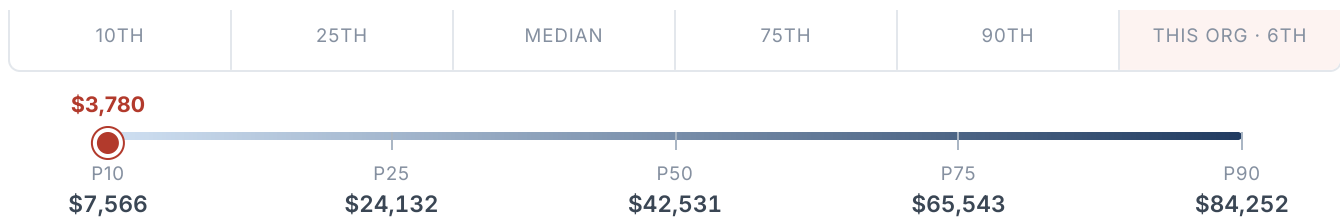
SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$116,332 and \$260,446 — 0.67x to 1.50x the subject's \$173,631 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

97 organizations qualified on sector, size, and geography → **97** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,566	\$24,132	\$42,531	\$65,543	\$84,252	\$3,780
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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 IL 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
Rosemarys Wish Kids Inc	RI	\$170,748	Secretarytreasurer	\$31,200	\$29,558	2024
Samaritan Works Inc	OH	\$170,065	Executive Di	\$50,000	\$53,867	2023
Hope Centers For Children Of Africa	WI	\$179,084	Executive Di	\$38,001	\$40,368	2023
Four Winds American Indian Council	CO	\$165,663	Exec Dir Chair	\$48,000	\$45,474	2024
The Five Pillars Organization	CA	\$181,873	Executive Dir.	\$19,000	\$16,210	2024
Hagars Heart	TX	\$165,357	Executive Dir.	\$33,875	\$33,478	2024
Waggies By Maggie And Friends Inc	DE	\$183,586	President	\$4,747	\$4,592	2024
Operation Red White And Brave Foundation	AR	\$184,455	Chairman Of The Board	\$44,000	\$50,308	2023
Ma Hilas Heart Project Foundation	TX	\$159,688	President & Ceo	\$180,000	\$177,894	2024
A Second Wish By Demetrius Inc	FL	\$187,840	Executive Director / Ceo	\$26,000	\$24,132	2024
Esteem Total Transformation	NC	\$188,177	Owner	\$54,000	\$55,127	2024
The Seven Project Inc	FL	\$156,972	Chief Executive Officer	\$17,800	\$17,009	2023
Communities Of Belonging	WA	\$156,768	Executive Director	\$65,000	\$57,496	2024
The Fuqua Foundation	IL	\$190,580	Director	\$13,447	\$12,725	2025
Hearts Of Empowerment Inc	VA	\$192,110	Ceo	\$33,275	\$32,680	2023
Tri County Community Health Fund	WA	\$154,307	Director	\$57,970	\$51,278	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pilipino Senior Resource Center	CA	\$193,011	Executive Dir.	\$24,950	\$21,285	2024
Long Island Coalition Against Bullying	NY	\$153,708	Executive Director	\$56,160	\$50,138	2024
The Bridge Of West Tennessee Inc	TN	\$196,990	Treasurer	\$17,752	\$18,436	2024
Friends Of The Ulyssess S Grant	NY	\$197,672	Executive Di	\$19,862	\$18,256	2023
Servantworks Inc	IL	\$197,794	Asian Ministries Director	\$75,600	\$73,431	2024
The Charlotte Center For The Humanities Inc	NC	\$198,268	Executive Director	\$60,250	\$59,921	2025
Lafayette Fire Department Relief	MN	\$148,445	Secretary	\$300	\$302	2023
Tears	ND	\$199,121	President	\$3,790	\$4,109	2024
Tipton County Council On Aging Inc	IN	\$199,940	Executive Di	\$37,500	\$39,071	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 97 organizations. Compensation range \$302–\$177,894; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$173,631); for reference, expenses \$158,723 and assets \$37,744.

ROLE MATCH	Dorothy Powers, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	6 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	4 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 (Dorothy Powers) 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 97 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,780 is reasonable (approximately the 6th 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.