

# The Clubs Thrift Store Inc

Executive Director / CEO

EIN 461969665

MN · NTEE P29

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jill Senn, Executive Director / CEO** (\$50,609) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jill Senn — reported title “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 (P29).

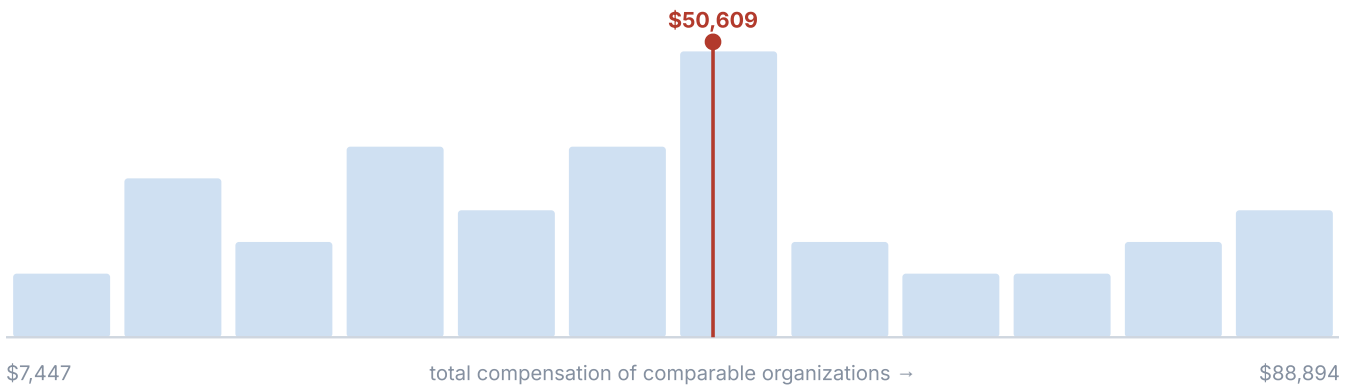
**BUDGET** Total revenue between \$334,060 and \$747,897 — 0.67x to 1.50x the subject's \$498,598 (the band tightens as size grows).

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

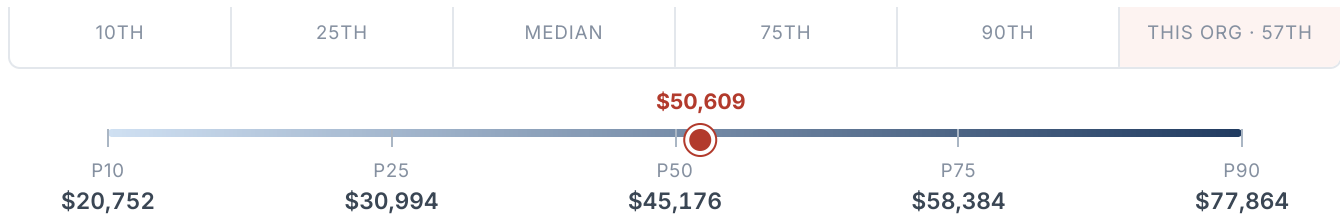
**49** organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,752	\$30,994	\$45,176	\$58,384	\$77,864	\$50,609
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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 MN 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="#">The Thrift Shop Of Boston Inc</a>	MA	\$498,525	Manager	\$69,352	<b>\$63,071</b>	2024
<a href="#">Et Cetera Shop Of Hutchinson Inc</a>	KS	\$511,206	Mgr	\$38,952	<b>\$43,846</b>	2023
<a href="#">Millies Mission Inc</a>	IN	\$512,464	Executive Di	\$27,447	<b>\$30,158</b>	2023
<a href="#">Giving Tree Topeka Inc</a>	KS	\$483,958	Officer	\$36,131	<b>\$40,670</b>	2023
<a href="#">Fvca Thrift Inc</a>	WI	\$479,016	Executive Dire	\$30,000	<b>\$32,644</b>	2023
<a href="#">Green Scene Thrift</a>	PA	\$478,742	Store Manager	\$49,560	<b>\$50,017</b>	2024
<a href="#">Pie In The Sky Community Alliance Inc</a>	FL	\$478,481	Senior Program Manager	\$48,000	<b>\$45,635</b>	2024
<a href="#">Live Thankfully Little Rock</a>	AR	\$478,256	President	\$73,500	<b>\$83,612</b>	2024
<a href="#">Mcb Thrift Stores Inc</a>	MO	\$475,454	Store Manage	\$47,840	<b>\$51,279</b>	2024
<a href="#">Faithcentre</a>	PA	\$523,143	Executive Director	\$82,500	<b>\$83,262</b>	2024
<a href="#">Middle Ga Sonrise Ministry Inc</a>	GA	\$534,264	Trustee	\$43,920	<b>\$44,692</b>	2024
<a href="#">Community Family Services Inc</a>	PA	\$534,560	Treasurer	\$14,233	<b>\$14,364</b>	2024
<a href="#">A Lot Of Good</a>	CA	\$427,768	President	\$96,326	<b>\$86,665</b>	2023
<a href="#">North Texas Charities</a>	TX	\$425,180	Store Manager	\$74,077	<b>\$77,207</b>	2023
<a href="#">Fort Myer Thrift Shop</a>	VA	\$424,301	Bookkeeper	\$21,665	<b>\$20,625</b>	2025
<a href="#">St John's Christian Charity &amp;</a>	MI	\$423,826	President/tr	\$85,100	<b>\$88,894</b>	2024
<a href="#">Hope 4 Kids Inc</a>	FL	\$423,822	President	\$46,154	<b>\$45,176</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Crossroads Mission Enterprises Inc</a>	NC	\$581,374	Treasurer	\$19,876	<b>\$20,784</b>	2024
<a href="#">Shadow Box Nfp</a>	IL	\$411,548	President	\$54,590	<b>\$54,314</b>	2024
<a href="#">The Bargain Store</a>	OH	\$586,148	Director/sto	\$46,989	<b>\$50,367</b>	2024
<a href="#">Ruths House Inc</a>	MA	\$404,034	Executive Dir.	\$48,385	<b>\$44,003</b>	2024
<a href="#">Troost Thrift Store Inc</a>	MO	\$402,310	President	\$12,490	<b>\$13,388</b>	2024
<a href="#">Second Chances Thrift Inc</a>	OK	\$400,699	Director	\$62,250	<b>\$69,370</b>	2024
<a href="#">Northland Ministerial Association</a>	TN	\$400,597	President	\$55,600	<b>\$59,146</b>	2024
<a href="#">Et Cetera Shop Nfp</a>	IL	\$398,741	Executive Director	\$51,488	<b>\$52,741</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>49</b> organizations. Compensation range \$7,447–\$88,894; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$498,598); for reference, expenses \$479,996 and assets \$336,877.
ROLE MATCH	Jill Senn, reported title " <i>MANAGER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	55 <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 (Jill Senn) 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 49 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,609 is reasonable (approximately the 57<sup>th</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.