

Mcb Thrift Stores Inc

Executive Director / CEO

EIN 474129590

MO · NTEE P29

FY ending 2024-08-31

June 10, 2026

This analysis benchmarks the total compensation of **Rick Orr, Executive Director / CEO** (\$47,840) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

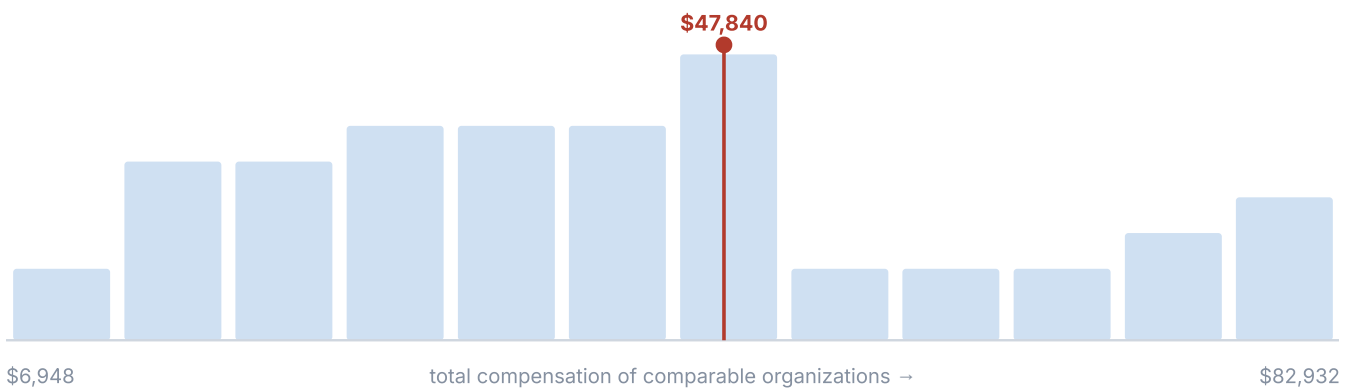
Benchmarked executive: Rick Orr — reported title “STORE MANAGE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (P29). |
| BUDGET | Total revenue between \$318,554 and \$713,181 — 0.67x to 1.50x the subject's \$475,454 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue. |

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$19,390 | \$28,051 | \$41,051 | \$51,310 | \$72,085 | \$47,840 |
|----------|----------|----------|----------|----------|----------|



● 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 MO 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 |
|---|-------|-----------|------------------------|-----------------|-----------------|------|
| Live Thankfully Little Rock | AR | \$478,256 | President | \$73,500 | \$78,003 | 2024 |
| Pie In The Sky Community Alliance Inc | FL | \$478,481 | Senior Program Manager | \$48,000 | \$42,574 | 2024 |
| Green Scene Thrift | PA | \$478,742 | Store Manager | \$49,560 | \$46,663 | 2024 |
| Fvca Thrift Inc | WI | \$479,016 | Executive Dire | \$30,000 | \$30,455 | 2023 |
| Giving Tree Topeka Inc | KS | \$483,958 | Officer | \$36,131 | \$37,942 | 2023 |
| The Thrift Shop Of Boston Inc | MA | \$498,525 | Manager | \$69,352 | \$58,840 | 2024 |
| The Clubs Thrift Store Inc | MN | \$498,598 | Manager | \$50,609 | \$47,214 | 2024 |
| Et Cetera Shop Of Hutchinson Inc | KS | \$511,206 | Mgr | \$38,952 | \$40,905 | 2023 |
| Millies Mission Inc | IN | \$512,464 | Executive Di | \$27,447 | \$28,135 | 2023 |
| A Lot Of Good | CA | \$427,768 | President | \$96,326 | \$80,852 | 2023 |
| Faithcentre | PA | \$523,143 | Executive Director | \$82,500 | \$77,677 | 2024 |
| North Texas Charities | TX | \$425,180 | Store Manager | \$74,077 | \$72,028 | 2023 |
| Fort Myer Thrift Shop | VA | \$424,301 | Bookkeeper | \$21,665 | \$19,242 | 2025 |
| St John's Christian Charity & | MI | \$423,826 | President/tr | \$85,100 | \$82,932 | 2024 |
| Hope 4 Kids Inc | FL | \$423,822 | President | \$46,154 | \$42,146 | 2023 |
| Middle Ga Sonrise Ministry Inc | GA | \$534,264 | Trustee | \$43,920 | \$41,694 | 2024 |
| Community Family Services Inc | PA | \$534,560 | Treasurer | \$14,233 | \$13,401 | 2024 |
| Shadow Box Nfp | IL | \$411,548 | President | \$54,590 | \$50,671 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------|-----------------|-----------------|------|
| Ruths House Inc | MA | \$404,034 | Executive Dir. | \$48,385 | \$41,051 | 2024 |
| Troost Thrift Store Inc | MO | \$402,310 | President | \$12,490 | \$12,490 | 2024 |
| Second Chances Thrift Inc | OK | \$400,699 | Director | \$62,250 | \$64,717 | 2024 |
| Northland Ministerial Association | TN | \$400,597 | President | \$55,600 | \$55,179 | 2024 |
| Et Cetera Shop Nfp | IL | \$398,741 | Executive Director | \$51,488 | \$49,204 | 2023 |
| Lucky Dog Thrift Store | ID | \$396,778 | Executive Dir. | \$49,708 | \$49,926 | 2024 |
| Manna For Life Ministries Inc | WI | \$392,153 | Chairman | \$7,046 | \$6,948 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 | 51 organizations. Compensation range \$6,948–\$82,932; filing years 2023–2025. |
| SIZE BASIS | Matched on total revenue (\$475,454); for reference, expenses \$485,842 and assets \$24,720. |
| ROLE MATCH | Rick Orr, reported title " <i>STORE MANAGE</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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 | 65 th |
| Total compensation (D + F), as reported (no adjustments) | 59 th |
| Reportable pay only (column D), adjusted | 65 th |
| All sources (D + E + F), adjusted | 63 rd |

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 (Rick Orr) 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 51 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,840 is reasonable (approximately the 65th 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.