

The Open Door Christian Center

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Charles Brewington, Executive Director / CEO** (\$16,231) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Charles Brewington — 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 (P29).

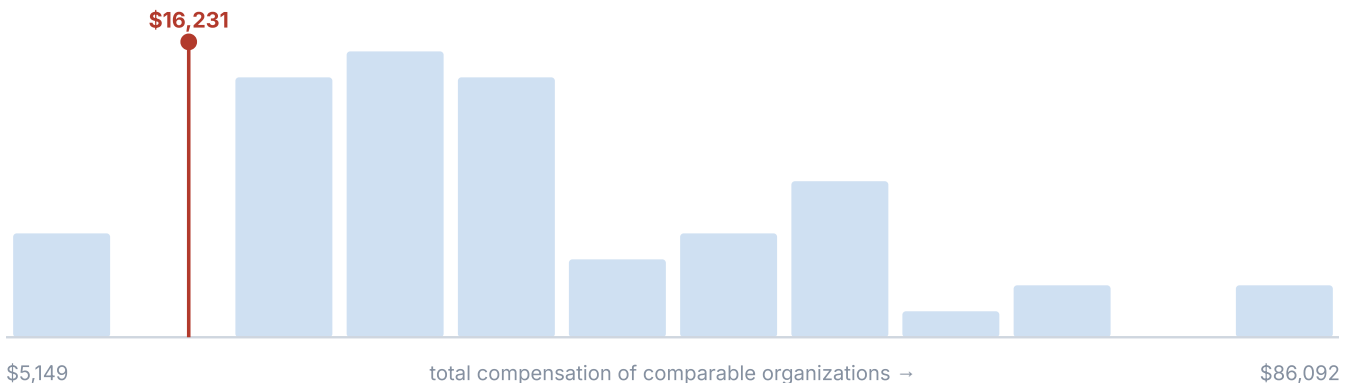
BUDGET Total revenue between \$166,149 and \$371,976 — 0.67x to 1.50x the subject's \$247,984 (the band tightens as size grows).

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

53 organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,142

\$24,895

\$34,171

\$49,913

\$58,381

\$16,231



■ 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 SC 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
Capstone Ministries Inc	IN	\$247,501	Parish	\$28,634	\$28,945	2024
Princeton Nearly New Shop Corp	NJ	\$246,648	Trustee	\$68,464	\$60,324	2023
Bull City Fair Trade	NC	\$255,049	Executive Director	\$55,089	\$54,562	2024
Volunteers Serving The Need	TX	\$261,528	Ceo	\$83,200	\$79,776	2024
Crafted Collective Inc	KS	\$233,930	Co-executive Director	\$51,010	\$51,462	2025
Caterkids Hawaii	HI	\$229,440	President	\$26,846	\$23,720	2023
Project Redesign Inc	TN	\$225,583	Accountant	\$10,000	\$10,076	2024
Treasure City	TX	\$225,572	President	\$8,662	\$8,306	2024
Tried & True Inc	VA	\$223,579	Secretary	\$40,000	\$38,114	2023
Back Porch Thrift Shop	IL	\$222,371	Executive Director	\$32,067	\$31,111	2023
Castle Thrift Store & Health Food Inc	CA	\$275,610	President	\$41,284	\$34,171	2024
Forest & Found Ltd	IL	\$218,730	President	\$73,500	\$71,310	2023
Brysonns Closet	TN	\$277,665	President	\$22,851	\$23,024	2024
Art Salvage	WA	\$217,122	Executive Dir.	\$33,553	\$28,795	2024
Bargain World Thrift Store	LA	\$216,578	Manager	\$28,083	\$30,516	2023
The Treasure House	PA	\$280,626	Executive Di	\$50,718	\$49,913	2023
Symposia Community Bookstore	NJ	\$213,480	Manager	\$62,214	\$54,818	2023
Cause For Pawz Inc	NY	\$213,348	President	\$30,769	\$27,439	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Rise (Resources In Support Of Empowerment) Concept	CA	\$212,913	Executive Director	\$28,500	\$23,590	2024
Highway City Community Development Inc	CA	\$284,727	Executive Director	\$62,500	\$53,260	2023
Vintage La Conner	WA	\$208,912	Treasurer	\$6,000	\$5,149	2024
The Highland Thrift Shop Inc	MD	\$208,567	Manager	\$38,437	\$35,463	2023
Bridging The Gap Together Incorporated	OK	\$289,148	President	\$35,760	\$37,744	2024
Harvest House Inc	FL	\$290,251	Executive Director	\$62,683	\$56,445	2024
Dividing Bread Ministry Inc	OK	\$293,737	President	\$30,600	\$33,252	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	53 organizations. Compensation range \$5,149–\$86,092; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$247,984); for reference, expenses \$216,426 and assets \$197,529.
ROLE MATCH	Charles Brewington, reported title "EXECUTIVE DI", 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	8 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 (Charles Brewington) 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 53 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,231 is reasonable (approximately the 8th 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.