

# Vintage La Conner

Executive Director / CEO

EIN 612027339  
 WA · NTEE P29  
 FY ending 2024-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Marilyn Allen, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

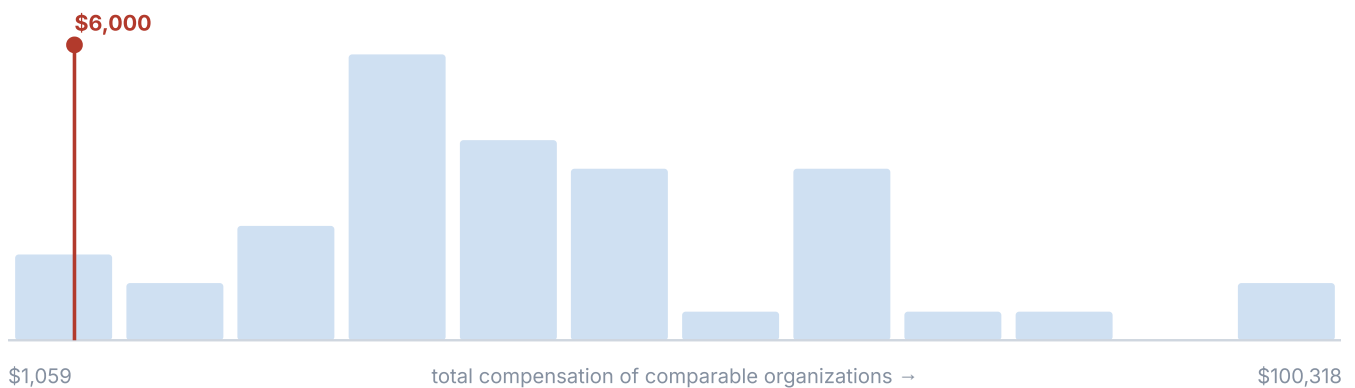
**Benchmarked executive:** Marilyn Allen — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P29).
- BUDGET** Total revenue between \$139,971 and \$313,368 — 0.67x to 1.50x the subject's \$208,912 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

**43** organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,175	\$27,158	\$35,559	\$54,222	\$65,393	<b>\$6,000</b>
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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 WA 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 Highland Thrift Shop Inc</a>	MD	\$208,567	Manager	\$38,437	<b>\$41,322</b>	2023
<a href="#">The Rise (Resources In Support Of Empowerment) Concept</a>	CA	\$212,913	Executive Director	\$28,500	<b>\$27,488</b>	2024
<a href="#">Cause For Pawz Inc</a>	NY	\$213,348	President	\$30,769	<b>\$31,972</b>	2023
<a href="#">Symposia Community Bookstore</a>	NJ	\$213,480	Manager	\$62,214	<b>\$63,876</b>	2023
<a href="#">Bargain World Thrift Store</a>	LA	\$216,578	Manager	\$28,083	<b>\$35,559</b>	2023
<a href="#">Wonderland Thrift Shop</a>	NH	\$201,157	Store Manage	\$33,296	<b>\$35,353</b>	2023
<a href="#">Art Salvage</a>	WA	\$217,122	Executive Dir.	\$33,553	<b>\$33,553</b>	2024
<a href="#">Heavens Treasure</a>	SC	\$200,542	Business Manager	\$7,480	<b>\$8,973</b>	2023
<a href="#">Giving Tree Foundation</a>	NC	\$199,954	Executive Director	\$42,319	<b>\$50,283</b>	2023
<a href="#">Forest &amp; Found Ltd</a>	IL	\$218,730	President	\$73,500	<b>\$83,093</b>	2023
<a href="#">Back Porch Thrift Shop</a>	IL	\$222,371	Executive Director	\$32,067	<b>\$36,252</b>	2023
<a href="#">Tried &amp; True Inc</a>	VA	\$223,579	Secretary	\$40,000	<b>\$44,412</b>	2023
<a href="#">Treasure City</a>	TX	\$225,572	President	\$8,662	<b>\$9,678</b>	2024
<a href="#">Project Redesign Inc</a>	TN	\$225,583	Accountant	\$10,000	<b>\$11,741</b>	2024
<a href="#">Fort Lupton Food And Clothing Bank</a>	CO	\$190,634	Exec Director	\$21,000	<b>\$22,491</b>	2024
<a href="#">Re Gen Er Ate</a>	MI	\$190,260	Board Member	\$29,430	<b>\$33,929</b>	2024
<a href="#">Caterkids Hawaii</a>	HI	\$229,440	President	\$26,846	<b>\$27,639</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Self Help Craft Of The World Inc</a>	VA	\$185,945	Executive Director	\$30,700	<b>\$34,087</b>	2023
<a href="#">Crafted Collective Inc</a>	KS	\$233,930	Co-executive Director	\$51,010	<b>\$59,965</b>	2025
<a href="#">Overflow Community Thrift Stor</a>	MN	\$176,589	President	\$23,597	<b>\$26,043</b>	2024
<a href="#">Princeton Nearly New Shop Corp</a>	NJ	\$246,648	Trustee	\$68,464	<b>\$70,292</b>	2023
<a href="#">Capstone Ministries Inc</a>	IN	\$247,501	Parish	\$28,634	<b>\$33,727</b>	2024
<a href="#">Renew Upscale Thrift Inc</a>	MI	\$169,972	Store Director	\$38,269	<b>\$45,422</b>	2023
<a href="#">The Open Door Christian Center</a>	SC	\$247,984	Executive Di	\$16,231	<b>\$18,913</b>	2024
<a href="#">Bull City Fair Trade</a>	NC	\$255,049	Executive Director	\$55,089	<b>\$63,578</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	<b>43</b> organizations. Compensation range \$1,059–\$100,318; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$208,912); for reference, expenses \$189,850 and assets \$130,767.
ROLE MATCH	Marilyn Allen, reported title " <i>TREASURER</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.

**OUTLIERS** 1 peer 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Marilyn Allen) 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 43 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 5<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 9, 2026.