

Green Scene Thrift

Executive Director / CEO

EIN 824817621

PA · NTEE P29

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nicole Gladitz, Executive Director / CEO** (\$49,560) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

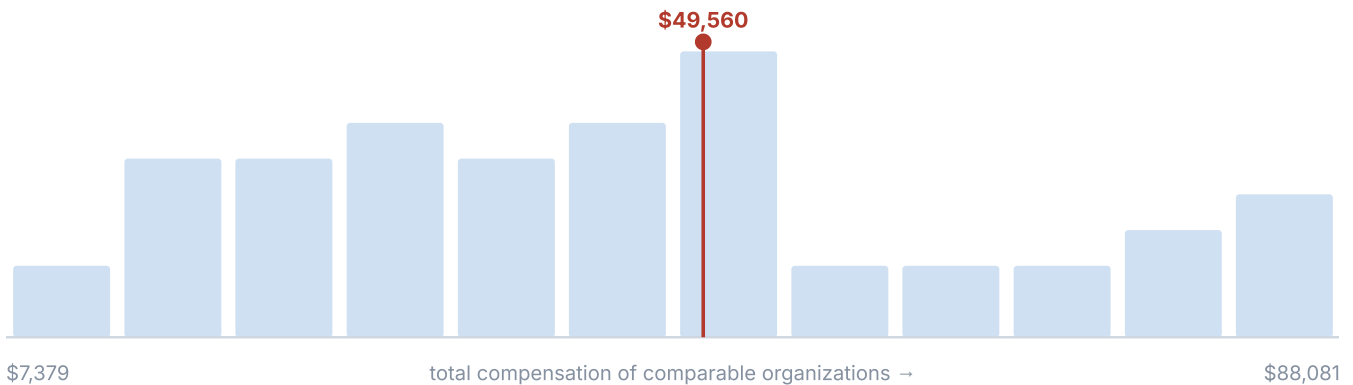
Benchmarked executive: Nicole Gladitz — reported title “STORE MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29).
BUDGET	Total revenue between \$320,757 and \$718,113 — 0.67x to 1.50x the subject's \$478,742 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,578	\$29,748	\$43,803	\$54,834	\$76,856	\$49,560
----------	----------	----------	----------	----------	----------



● 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 PA 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
Pie In The Sky Community Alliance Inc	FL	\$478,481	Senior Program Manager	\$48,000	\$45,217	2024
Fvca Thrift Inc	WI	\$479,016	Executive Dire	\$30,000	\$32,346	2023
Live Thankfully Little Rock	AR	\$478,256	President	\$73,500	\$82,847	2024
Mcb Thrift Stores Inc	MO	\$475,454	Store Manage	\$47,840	\$50,810	2024
Giving Tree Topeka Inc	KS	\$483,958	Officer	\$36,131	\$40,298	2023
The Thrift Shop Of Boston Inc	MA	\$498,525	Manager	\$69,352	\$62,494	2024
The Clubs Thrift Store Inc	MN	\$498,598	Manager	\$50,609	\$50,146	2024
Et Cetera Shop Of Hutchinson Inc	KS	\$511,206	Mgr	\$38,952	\$43,445	2023
Millies Mission Inc	IN	\$512,464	Executive Di	\$27,447	\$29,882	2023
Faithcentre	PA	\$523,143	Executive Director	\$82,500	\$82,500	2024
A Lot Of Good	CA	\$427,768	President	\$96,326	\$85,872	2023
North Texas Charities	TX	\$425,180	Store Manager	\$74,077	\$76,500	2023
Fort Myer Thrift Shop	VA	\$424,301	Bookkeeper	\$21,665	\$20,436	2025
St John's Christian Charity &	MI	\$423,826	President/tr	\$85,100	\$88,081	2024
Hope 4 Kids Inc	FL	\$423,822	President	\$46,154	\$44,762	2023
Middle Ga Sonrise Ministry Inc	GA	\$534,264	Trustee	\$43,920	\$44,283	2024
Community Family Services Inc	PA	\$534,560	Treasurer	\$14,233	\$14,233	2024
Shadow Box Nfp	IL	\$411,548	President	\$54,590	\$53,817	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ruths House Inc	MA	\$404,034	Executive Dir.	\$48,385	\$43,600	2024
Troost Thrift Store Inc	MO	\$402,310	President	\$12,490	\$13,266	2024
Second Chances Thrift Inc	OK	\$400,699	Director	\$62,250	\$68,736	2024
Northland Ministerial Association	TN	\$400,597	President	\$55,600	\$58,605	2024
Et Cetera Shop Nfp	IL	\$398,741	Executive Director	\$51,488	\$52,259	2023
Lucky Dog Thrift Store	ID	\$396,778	Executive Dir.	\$49,708	\$53,025	2024
Manna For Life Ministries Inc	WI	\$392,153	Chairman	\$7,046	\$7,379	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	50 organizations. Compensation range \$7,379–\$88,081; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$478,742); for reference, expenses \$269,578 and assets \$795,186. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nicole Gladitz, reported title " <i>STORE MANAGER</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	58 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	56 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 (Nicole Gladitz) 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 50 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,560 is reasonable (approximately the 58th 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.