

Overflow Community Thrift Stor

Executive Director / CEO

EIN 853603862

MN · NTEE P29

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cathy Oestric, Executive Director / CEO** (\$23,597) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

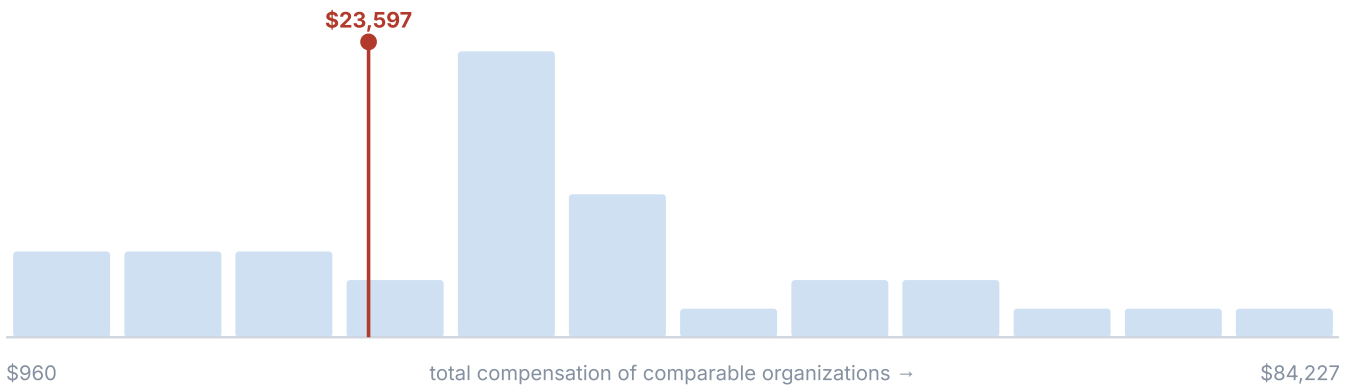
Benchmarked executive: Cathy Oestric — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P29).
BUDGET	Total revenue between \$118,314 and \$264,883 — 0.67x to 1.50x the subject's \$176,589 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,322	\$21,511	\$31,349	\$41,441	\$57,795	\$23,597
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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
Renew Upscale Thrift Inc	MI	\$169,972	Store Director	\$38,269	\$41,156	2023
Self Help Craft Of The World Inc	VA	\$185,945	Executive Director	\$30,700	\$30,885	2023
Re Gen Er Ate	MI	\$190,260	Board Member	\$29,430	\$30,742	2024
Fort Lupton Food And Clothing Bank	CO	\$190,634	Exec Director	\$21,000	\$20,379	2024
Save A Youth Oc Inc	IA	\$156,387	President	\$866	\$960	2024
Giving Tree Foundation	NC	\$199,954	Executive Director	\$42,319	\$45,560	2023
Tailored For Success Inc	MA	\$153,028	Executive Director	\$45,600	\$41,470	2024
Cardiostart Resale Thrift	OR	\$152,668	Director	\$44,000	\$41,352	2024
Heavens Treasure	SC	\$200,542	Business Manager	\$7,480	\$8,131	2023
Serendipity Mercantile	IL	\$152,136	Officer	\$29,504	\$29,355	2024
Wonderland Thrift Shop	NH	\$201,157	Store Manage	\$33,296	\$32,033	2023
Hot Spring County Rose Inc	AR	\$151,153	Executive Di	\$16,380	\$18,633	2024
St Vincent Depaul Society Of Muscoda Inc	WI	\$148,541	Employee	\$30,099	\$31,812	2024
Saving Grace Outreach Inc	NY	\$146,849	Secretary	\$3,850	\$3,521	2024
The Highland Thrift Shop Inc	MD	\$208,567	Manager	\$38,437	\$37,441	2023
Vintage La Conner	WA	\$208,912	Treasurer	\$6,000	\$5,436	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Taylor's Closet Foundation Inc	FL	\$143,155	Creative Director	\$57,231	\$56,018	2023
The Rise (Resources In Support Of Empowerment) Concept	CA	\$212,913	Executive Director	\$28,500	\$24,906	2024
Cause For Pawz Inc	NY	\$213,348	President	\$30,769	\$28,969	2023
Symposia Community Bookstore	NJ	\$213,480	Manager	\$62,214	\$57,876	2023
Bargain World Thrift Store	LA	\$216,578	Manager	\$28,083	\$32,219	2023
Art Salvage	WA	\$217,122	Executive Dir.	\$33,553	\$30,402	2024
Forest & Found Ltd	IL	\$218,730	President	\$73,500	\$75,288	2023
Back Porch Thrift Shop	IL	\$222,371	Executive Director	\$32,067	\$32,847	2023
Tried & True Inc	VA	\$223,579	Secretary	\$40,000	\$40,240	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.

Sample, role match & sensitivity

PEER COUNT	34 organizations. Compensation range \$960–\$84,227; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$176,589); for reference, expenses \$129,802 and assets \$116,164.
ROLE MATCH	Cathy Oestreich, reported title <i>"PRESIDENT"</i> , 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.

OUTLIERS 2 peers 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	26 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	26 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 (Cathy Oestreic) 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 34 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,597 is reasonable (approximately the 26th 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.