

Greenlife United Inc

Executive Director / CEO

EIN 861731753

PA · NTEE P29

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Stine, Executive Director / CEO** (\$20,763) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Matthew Stine — 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).

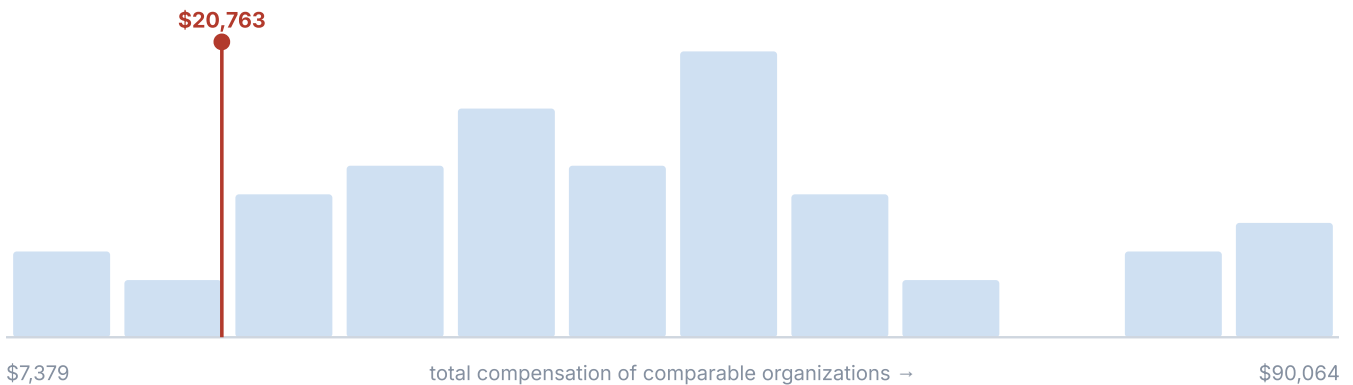
BUDGET Total revenue between \$256,837 and \$575,008 — 0.67x to 1.50x the subject's \$383,339 (the band tightens as size grows).

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

54 organizations qualified on sector, size, and geography

→ **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,908	\$32,009	\$44,144	\$55,581	\$80,700	\$20,763
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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 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
Manna For Life Ministries Inc	WI	\$392,153	Chairman	\$7,046	\$7,379	2024
Lucky Dog Thrift Store	ID	\$396,778	Executive Dir.	\$49,708	\$53,025	2024
Et Cetera Shop Nfp	IL	\$398,741	Executive Director	\$51,488	\$52,259	2023
Northland Ministerial Association	TN	\$400,597	President	\$55,600	\$58,605	2024
Second Chances Thrift Inc	OK	\$400,699	Director	\$62,250	\$68,736	2024
Worn Again Too Inc	IL	\$365,304	Executive Director	\$52,901	\$52,152	2024
Troost Thrift Store Inc	MO	\$402,310	President	\$12,490	\$13,266	2024
New2you A Green Store	VA	\$364,171	President	\$30,678	\$29,703	2024
Wellston Center	MO	\$363,600	Director	\$33,871	\$35,974	2024
Desert Best Friends Closet	CA	\$363,160	Executive Director	\$73,000	\$61,581	2025
Ruths House Inc	MA	\$404,034	Executive Dir.	\$48,385	\$43,600	2024
Willing Partners Inc	VA	\$362,214	Executive Di	\$30,808	\$30,710	2023
The Master's Touch Of Sneads Ferry li Inc	NC	\$358,528	Manager	\$36,546	\$38,984	2023
Shadow Box Nfp	IL	\$411,548	President	\$54,590	\$53,817	2024
Garner Area Ministries Inc	NC	\$352,118	Director	\$20,612	\$21,357	2024
Youth Ability Inc	CA	\$352,030	Program Directo	\$63,718	\$55,173	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Matthew 25 Thrift Shop	PA	\$351,273	Store Managertreasurerboard	\$30,981	\$31,896	2023
St Edwards Conference Of St Vincent	ID	\$350,321	President	\$35,360	\$37,720	2024
Treasures In Heaven	WA	\$344,571	President	\$75,000	\$69,323	2023
Duxbury Thrift And Consignment Shop Inc	MA	\$342,898	Former Director	\$27,846	\$25,092	2024
Hope 4 Kids Inc	FL	\$423,822	President	\$46,154	\$44,762	2023
St John's Christian Charity &	MI	\$423,826	President/tr	\$85,100	\$88,081	2024
Fort Myer Thrift Shop	VA	\$424,301	Bookkeeper	\$21,665	\$20,436	2025
North Texas Charities	TX	\$425,180	Store Manager	\$74,077	\$76,500	2023
Holding Hands Resale Shop	MS	\$340,782	Executive Di	\$38,271	\$44,005	2023

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 54 organizations. Compensation range \$7,379–\$90,064; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$383,339); for reference, expenses \$403,787 and assets \$235,826.

ROLE MATCH Matthew Stine, reported title "*PRESIDENT &*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	7 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 (Matthew Stine) 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 54 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,763 is reasonable (approximately the 7th 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.