

Youth Ability Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Shannon Hardin, Executive Director / CEO** (\$63,718) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Shannon Hardin — reported title “Program Director”, 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).

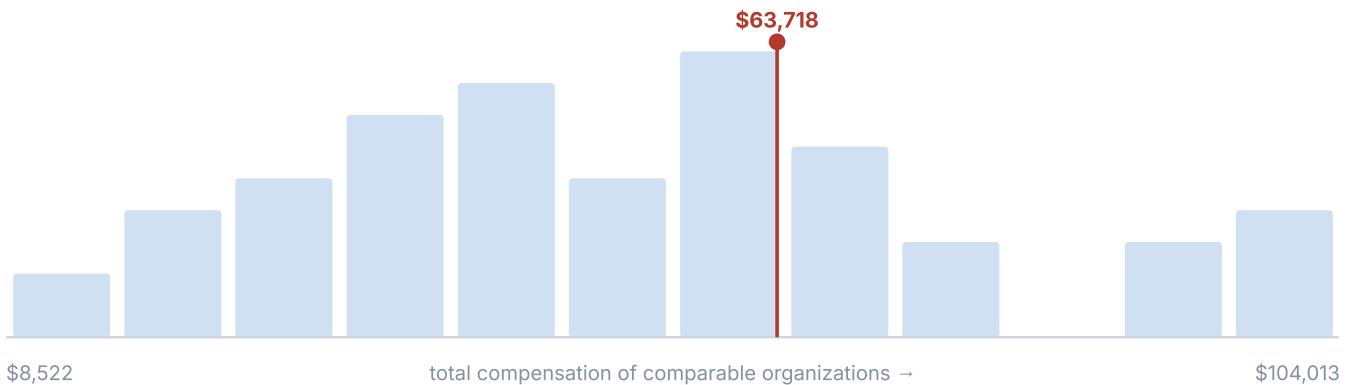
BUDGET Total revenue between \$235,860 and \$528,045 — 0.67x to 1.50x the subject's \$352,030 (the band tightens as size grows).

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

56 organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,459

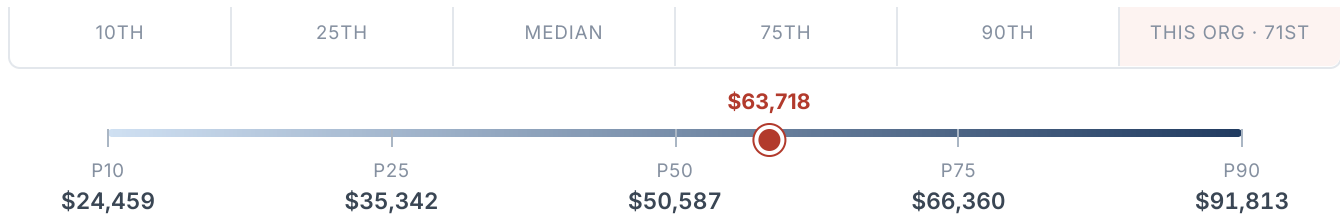
\$35,342

\$50,587

\$66,360

\$91,813

\$63,718



■ 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 CA 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
Garner Area Ministries Inc	NC	\$352,118	Director	\$20,612	\$24,664	2024
Matthew 25 Thrift Shop	PA	\$351,273	Store Managertreasurerboard	\$30,981	\$36,836	2023
St Edwards Conference Of St Vincent	ID	\$350,321	President	\$35,360	\$43,562	2024
The Master's Touch Of Sneads Ferry li Inc	NC	\$358,528	Manager	\$36,546	\$45,022	2023
Treasures In Heaven	WA	\$344,571	President	\$75,000	\$80,059	2023
Duxbury Thrift And Consignment Shop Inc	MA	\$342,898	Former Director	\$27,846	\$28,978	2024
Willing Partners Inc	VA	\$362,214	Executive Di	\$30,808	\$35,466	2023
Desert Best Friends Closet	CA	\$363,160	Executive Director	\$73,000	\$71,118	2025
Holding Hands Resale Shop	MS	\$340,782	Executive Di	\$38,271	\$50,820	2023
Wellston Center	MO	\$363,600	Director	\$33,871	\$41,545	2024
New2you A Green Store	VA	\$364,171	President	\$30,678	\$34,303	2024
Worn Again Too Inc	IL	\$365,304	Executive Director	\$52,901	\$60,229	2024
The Fringe Thrift Closet	OH	\$328,067	President	\$37,500	\$45,997	2024
Twice Blessed Inc	VT	\$321,863	Secretary	\$25,803	\$30,077	2024
Welcome Home Inc	MA	\$320,776	Executive Di	\$25,000	\$26,785	2023
Greenlife United Inc	PA	\$383,339	President &	\$20,763	\$23,979	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pray 1 Inc	FL	\$319,897	Vice President	\$39,300	\$44,018	2023
Church Street Ministries Inc	OH	\$317,165	Executive Director	\$48,000	\$60,615	2023
Manna For Life Ministries Inc	WI	\$392,153	Chairman	\$7,046	\$8,522	2024
Lucky Dog Thrift Store	ID	\$396,778	Executive Dir.	\$49,708	\$61,238	2024
Et Cetera Shop Nfp	IL	\$398,741	Executive Director	\$51,488	\$60,352	2023
Traded Treasures Thrift Store And	WI	\$305,314	Exec Dir, Pr	\$83,533	\$104,013	2023
Northland Ministerial Association	TN	\$400,597	President	\$55,600	\$67,682	2024
Second Chances Thrift Inc	OK	\$400,699	Director	\$62,250	\$79,381	2024
Troost Thrift Store Inc	MO	\$402,310	President	\$12,490	\$15,320	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	56 organizations. Compensation range \$8,522–\$104,013; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$352,030); for reference, expenses \$365,153 and assets \$31,751.
ROLE MATCH	Shannon Hardin, reported title <i>"Program Directo"</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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	71 st
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	71 st

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 (Shannon Hardin) 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 56 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,718 is reasonable (approximately the 71st 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.