

# Rescued Pets Are Wonderful

Executive Director / CEO

EIN 201246949  
 MN · NTEE D20  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Elizabeth Gigler, Executive Director / CEO** (\$36,660) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Elizabeth Gigler — reported title “DIRECTOR/PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

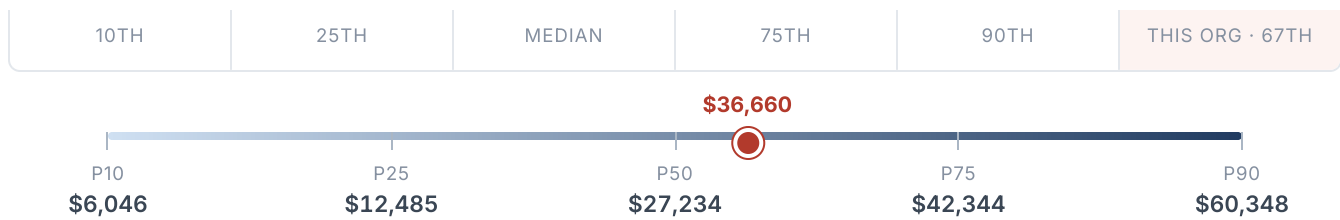
SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$100,321 and \$224,601 — 0.67x to 1.50x the subject's \$149,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**142** organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,046	\$12,485	\$27,234	\$42,344	\$60,348	\$36,660
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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
<a href="#">League For Animal Protection Inc</a>	VA	\$152,059	Executive Director/cfo	\$66,152	<b>\$66,550</b>	2023
<a href="#">Wolf Paws Inc</a>	TN	\$147,379	President / Director	\$45,000	<b>\$49,284</b>	2023
<a href="#">Nevada County Pets In Need</a>	CA	\$153,566	Director	\$36,885	<b>\$32,233</b>	2024
<a href="#">Haines Animal Rescue Kennel</a>	AK	\$145,281	Executive Director	\$44,710	<b>\$44,537</b>	2023
<a href="#">Ark Incorporated</a>	AL	\$143,433	Executive Director	\$6,202	<b>\$6,981</b>	2023
<a href="#">Southport Oak Island Animal Rescue</a>	NC	\$141,617	Manager	\$33,943	<b>\$36,543</b>	2023
<a href="#">Finding Shelter Inc</a>	PA	\$141,215	President	\$17,680	<b>\$18,370</b>	2023
<a href="#">Vets To Vets United Inc</a>	NC	\$158,379	Executive Di	\$38,502	<b>\$41,450</b>	2023
<a href="#">Sixteen Hands Horse Sanctuary Inc</a>	FL	\$158,857	President	\$11,232	<b>\$10,679</b>	2024
<a href="#">Happy Paws Foundation</a>	TN	\$159,943	Director	\$29,664	<b>\$32,488</b>	2023
<a href="#">Last Chance For Arkansas Animals</a>	AR	\$138,931	Executive Director	\$3,400	<b>\$3,982</b>	2023
<a href="#">Animal Rescue Connections</a>	TX	\$160,585	Vice President	\$9,548	<b>\$9,666</b>	2024
<a href="#">Owl Moon Raptor Center Inc</a>	MD	\$138,761	Officer	\$33,600	<b>\$31,791</b>	2024
<a href="#">Remiatte Foundation</a>	CA	\$160,908	Secretary	\$66,500	<b>\$58,114</b>	2024
<a href="#">The Ryan Animal Rescue Foundation</a>	RI	\$160,925	Executive Director	\$36,100	<b>\$36,066</b>	2023
<a href="#">Borderland Humane Society</a>	MN	\$138,141	Facility Man	\$7,353	<b>\$7,353</b>	2024
<a href="#">Creative Acres Inc</a>	CO	\$138,016	President	\$3,800	<b>\$3,688</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Medina Raptor Center</a>	OH	\$136,782	Exec Directo	\$35,513	<b>\$38,066</b>	2024
<a href="#">Kentucky Lab Rescue Inc</a>	KY	\$136,780	President	\$5,400	<b>\$6,045</b>	2023
<a href="#">Alley Animals Inc</a>	MD	\$136,481	President	\$17,225	<b>\$17,467</b>	2022
<a href="#">Rowena Wildlife Clinic</a>	OR	\$136,292	President/secretary	\$6,260	<b>\$6,057</b>	2023
<a href="#">Southern Paw Partners</a>	SC	\$163,903	President	\$45,000	<b>\$47,511</b>	2024
<a href="#">Crawford County Humane Society</a>	IL	\$134,467	President	\$30,380	<b>\$30,226</b>	2024
<a href="#">Petvet Relief Inc</a>	TX	\$165,046	President	\$1,500	<b>\$1,519</b>	2024
<a href="#">Because Animals Matter</a>	UT	\$134,071	Adoption Man	\$27,301	<b>\$29,113</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	142 organizations. Compensation range \$1,519–\$584,959; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$149,734); for reference, expenses \$132,622 and assets \$64,817.
ROLE MATCH	Elizabeth Gigler, reported title " <i>DIRECTOR/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	3 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	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Elizabeth Gigler) 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 142 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,660 is reasonable (approximately the 67<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 10, 2026.