

Bettertogether Forever

Executive Director / CEO

EIN 201329182
 CA · NTEE D20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Christy Schilling, Executive Director / CEO** (\$79,792) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

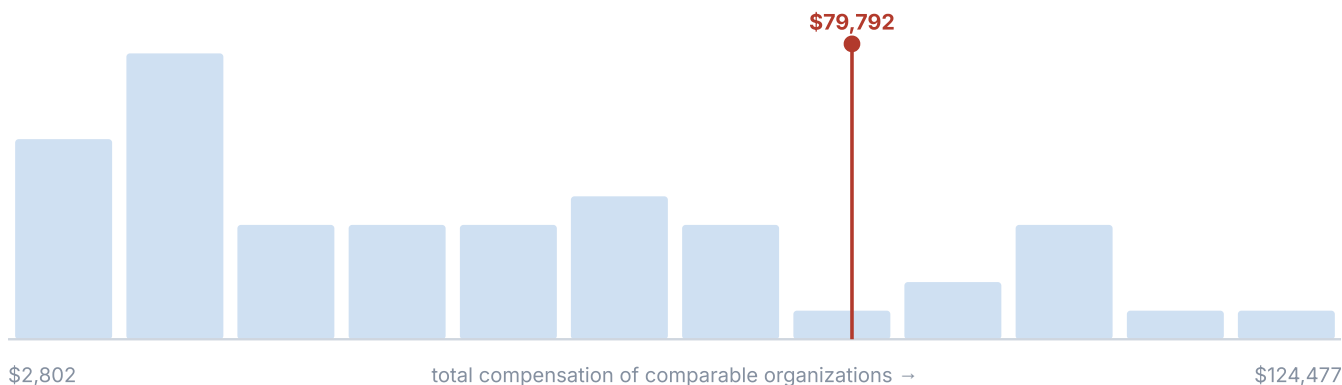
Benchmarked executive: Christy Schilling — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$236,721 and \$529,974 — 0.67x to 1.50x the subject's \$353,316 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20) + CA + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,384	\$16,445	\$33,530	\$66,340	\$95,662	\$79,792
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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 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
Fosters & Paws	CA	\$348,916	Pres/exec Di	\$60,000	\$58,279	2024
Dogs On Deployment	CA	\$359,911	President, Ceo	\$59,236	\$57,537	2024
Animal Friends Connection Humane	CA	\$344,128	Director	\$51,224	\$49,754	2024
Free Flight	CA	\$337,862	Executive Dir.	\$25,184	\$24,461	2024
Free Animal Doctor Inc	CA	\$379,157	President	\$24,000	\$24,000	2023
Pet Assistance Foundation	CA	\$323,505	Director	\$16,187	\$15,723	2024
Foxy And The Hounds	CA	\$384,779	President	\$102,500	\$99,559	2024
Friends Of Normie Rescue	CA	\$321,126	Managing Dir.	\$2,885	\$2,802	2024
Rory To The Rescue Inc	CA	\$387,425	Ceo	\$60,751	\$59,008	2024
Wee Companions	CA	\$391,299	President	\$71,438	\$69,388	2024
Silicon Valley Pet Project	CA	\$308,572	Ceo	\$45,198	\$43,901	2024
Dharma Voices For Animals	CA	\$308,479	President	\$67,550	\$65,612	2024
Josh And His Critters	CA	\$298,046	President	\$70,000	\$70,000	2023
Bird Ally X	CA	\$294,077	Director	\$10,000	\$10,000	2023
Barking Lot	CA	\$286,118	Director	\$15,000	\$15,000	2023
Allys Animal Rescue	CA	\$280,087	Ceo	\$10,523	\$10,221	2024
Vegan World	CA	\$279,887	Secretary	\$16,965	\$16,478	2024
Center For Animal Protection And Education	CA	\$428,652	Officer	\$12,115	\$11,767	2024
Rangeland Wild	CA	\$430,576	President	\$32,233	\$31,308	2024
Horses Of Tir Na Nog	CA	\$432,472	Administrator	\$33,280	\$33,280	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forpaws Spay & Neuter Clinic	CA	\$433,838	Ceo	\$39,820	\$38,678	2024
Animal Rescue Mission	CA	\$442,945	President	\$87,600	\$87,600	2023
Norcal Aussie Rescue Inc	CA	\$263,422	President	\$112,392	\$112,392	2023
Kitten Central Of Placer County Inc	CA	\$261,760	Vice President	\$21,600	\$20,980	2024
Strength Of Shadow Dog Rescue Inc	CA	\$447,518	Ceo	\$10,803	\$10,493	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 2023 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 47 organizations. Compensation range \$2,802–\$124,477; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$353,316); for reference, expenses \$447,520 and assets \$148,535.

ROLE MATCH Christy Schilling, reported title "*EXECUTIVE DIRECTOR*", 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	83rd
Total compensation (D + F), as reported (no adjustments)	83rd
Reportable pay only (column D), adjusted	83rd

All sources (D + E + F), adjusted

83rd

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 (Christy Schilling) 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 47 similarly situated organizations (Same NTEE sector (D20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,792 is reasonable (approximately the 83rd 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.