

The Mosby Foundation

Executive Director / CEO

EIN 201468817

VA · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sara Outler, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **420** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Sara Outler — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (D20).

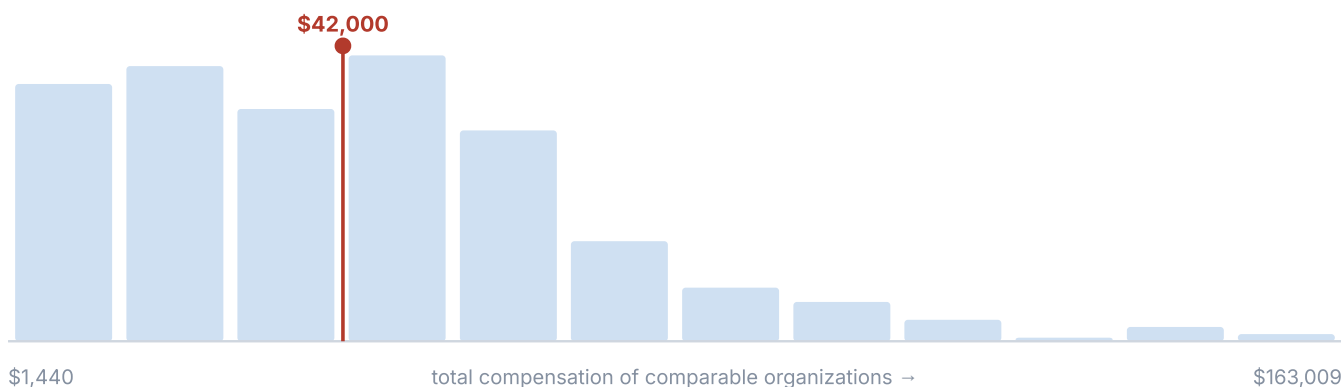
BUDGET Total revenue between \$218,408 and \$488,974 — 0.67x to 1.50x the subject's \$325,983 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

420 organizations qualified on sector, size, and geography

→ **420** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,341

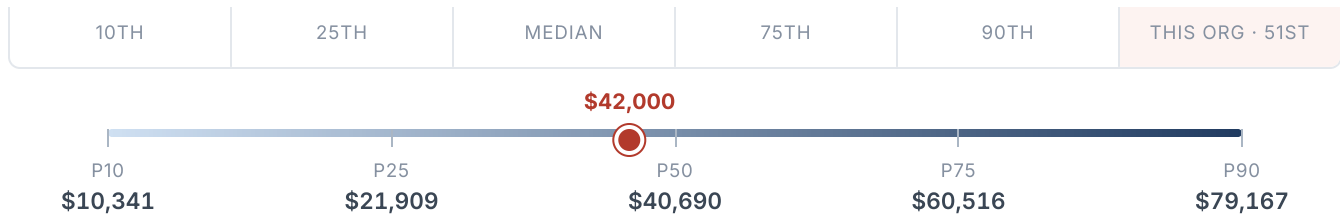
\$21,909

\$40,690

\$60,516

\$79,167

\$42,000



● 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 VA 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
Guayabo Animal Rescue Fdn Inc	FL	\$325,962	Executive Di	\$48,000	\$46,701	2024
Jay County Humane Society Inc	IN	\$325,350	Consultant/director	\$33,846	\$36,966	2024
Orcas Animal Protection Society	WA	\$327,485	Executive Director	\$72,335	\$67,073	2024
No Time To Spare Animal Rescue &	MO	\$328,202	President	\$34,397	\$38,846	2023
Pet Assistance Foundation	CA	\$323,505	Director	\$16,187	\$14,476	2024
Humane Society Of Whitley County I	IN	\$328,503	Director	\$45,935	\$51,652	2023
Pawsitive Restoration Animal Rescue	CO	\$328,680	Executive Director	\$97,200	\$96,529	2024
Pet Assistance League Store	CO	\$322,134	Executive Dir.	\$34,570	\$34,331	2024
Wwwpilotsnpawsorg Inc	SC	\$321,196	Executive Director	\$146,540	\$163,009	2023
Friends Of Normie Rescue	CA	\$321,126	Managing Dir.	\$2,885	\$2,580	2024
People For Pets	IA	\$331,196	Executive Dir.	\$43,741	\$49,603	2024
Breeder Release Adoption Service	CO	\$320,681	Director	\$14,400	\$14,723	2023
Hooved Animal Rescue & Protection Society	IL	\$331,630	President	\$63,635	\$66,707	2023
New England Old English Sheepdog Rescue	MA	\$331,686	Treasurer	\$3,062	\$2,850	2024
My Pit Bull Is Family	MN	\$319,945	Executive Director	\$53,830	\$56,715	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kamins Farm Sanctuary	IL	\$319,817	Executive Di	\$58,000	\$59,056	2024
The Nancy A Shaw Foundation Inc	GA	\$319,572	Executive Di	\$35,000	\$37,525	2023
Aruba Flight Volunteers Inc	NY	\$319,071	President	\$49,980	\$48,156	2023
Atlanta Animal Rescue Friends Inc	GA	\$332,991	Executive Director / Ceo	\$58,900	\$63,148	2023
Priest River Animal Rescue Inc	ID	\$333,016	President	\$16,103	\$17,741	2024
Fur-angel Foundation	HI	\$318,660	President	\$27,000	\$25,776	2023
Thurston County Humane Society	WA	\$318,563	Executive Director	\$68,863	\$63,854	2024
Wags & Whiskers Pet Rescue Inc	FL	\$333,600	President	\$28,400	\$27,632	2024
Minnesota Humane Society	MN	\$333,757	Executive Di	\$60,000	\$63,216	2023
A New Chance Animal Rescue Inc	NY	\$318,086	President	\$65,000	\$60,832	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **420** organizations. Compensation range \$1,440–\$163,009; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$325,983); for reference, expenses \$352,957 and assets \$320,457.

ROLE MATCH	Sara Outler, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	51 st
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	51 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 (Sara Outler) 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 420 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 51st 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.