

Tiny Paws Kitten Rescue Inc

Executive Director / CEO

EIN 202636365

OK · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Renee Huddleston, Executive Director / CEO** (\$26,355) against **every comparable organization** that fit the selection criteria — **362** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

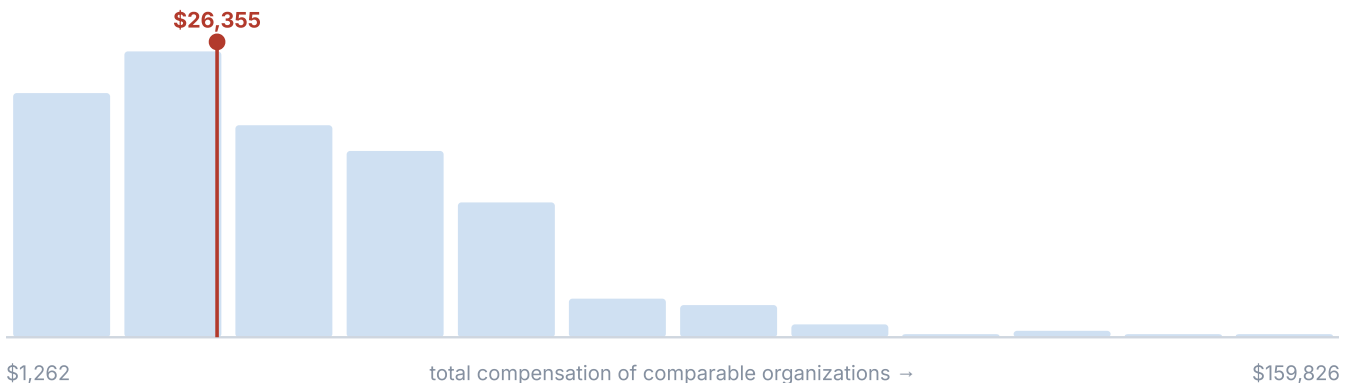
Benchmarked executive: Renee Huddleston — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$176,892 and \$396,027 — 0.67x to 1.50x the subject's \$264,018 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

362 organizations qualified on sector, size, and geography → **362** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,037	\$17,020	\$31,429	\$49,478	\$64,896	\$26,355
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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 OK 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
Jefferson County Humane Society Inc	FL	\$264,281	President	\$41,600	\$35,491	2024
Norcal Aussie Rescue Inc	CA	\$263,422	President	\$112,392	\$90,740	2023
Animal Rescue Fund Inc	FL	\$262,916	President	\$73,154	\$60,802	2025
Columbia Humane Society	OR	\$265,243	Executive Dir.	\$59,856	\$51,971	2023
Unchained Melodies Inc	MO	\$262,418	Director / President	\$23,000	\$22,776	2023
Farm Of The Free Animal Sanctuary	GA	\$265,736	Exec Director	\$18,200	\$16,619	2024
Happy Hills Animal Foundation Inc	NC	\$265,807	President	\$8,900	\$8,137	2025
Kitten Central Of Placer County Inc	CA	\$261,760	Vice President	\$21,600	\$16,939	2024
Creature Comfort Pet Therapy	NJ	\$266,308	Executive Director	\$65,241	\$54,462	2023
Village Of Hope	AZ	\$266,856	Executive Director	\$41,600	\$36,333	2024
Humane Society Of Young County Inc	TX	\$260,815	Shelter Dir.	\$25,326	\$23,687	2023
Rescue Road Trips Inc	OH	\$260,735	President	\$48,000	\$47,534	2023
Naia Trust	OR	\$269,835	Executive Di	\$80,000	\$67,469	2024
Animal Services And Operations Support	GA	\$269,850	President	\$3,181	\$2,991	2023
Vivisection Investigation League	CT	\$270,128	President	\$24,000	\$21,040	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dixie Girl Dog Rescue	AL	\$257,852	President And Director	\$38,962	\$38,226	2024
Peach County Animal Rescue And Rehabilitation	GA	\$270,222	Director	\$27,700	\$26,041	2023
Gio Fund Corporation	NC	\$257,144	Secretary	\$13,563	\$12,727	2024
Animal Rescue Of Fresno	CA	\$256,925	Member At Large	\$16,896	\$13,250	2024
Demis Animal Rescue Inc	CO	\$271,323	President	\$3,600	\$3,135	2024
Healing With Horseplay Inc	MN	\$272,664	Chief Executive Officer And President	\$39,971	\$35,868	2024
Sarama Animal Rescue Inc	NJ	\$255,088	Board Member	\$13,000	\$10,541	2024
The Animal Retreat Inc	ID	\$253,716	Executive Dir.	\$41,592	\$40,181	2024
Zdr3	TX	\$275,245	Executive Director	\$136,358	\$123,873	2024
Bro And Tracy Animal Welfare Inc	NM	\$252,612	Vice President	\$21,120	\$20,629	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 362 organizations. Compensation range \$1,262–\$159,826; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$264,018); for reference, expenses \$299,656 and assets \$130,924.

ROLE MATCH Renee Huddleston, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	44 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	44 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 (Renee Huddleston) 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 362 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,355 is reasonable (approximately the 44th 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.