

Vicksburg-warren Humane Society

Executive Director / CEO

EIN 237282951

MS · NTEE D200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Georgia Lynn, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **276** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Georgia Lynn — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D200).
BUDGET	Total revenue between \$141,506 and \$316,806 — 0.67x to 1.50x the subject's \$211,204 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

276 organizations qualified on sector, size, and geography → **276** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,014	\$15,597	\$27,987	\$45,993	\$60,430	\$45,000
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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 MS 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
Animals First Aid Nfp	IL	\$211,091	President	\$7,358	\$6,495	2024
Tazzy Animal Rescue Fund Inc	CA	\$210,832	Ceo	\$27,135	\$21,038	2024
Gabby's Animal Rescue Inc	CA	\$210,765	President	\$41,600	\$33,206	2023
Shaw Pit Bull Rescue	MS	\$210,527	Employee	\$15,779	\$16,245	2023
Northern Lakes Rescue	MN	\$210,094	President	\$24,259	\$22,159	2023
Ark Rescue Rehab And Foster	MS	\$210,046	Kennel Tech	\$33,347	\$33,347	2024
Nmdog Inc	NM	\$212,517	President	\$19,900	\$19,218	2024
Critters Pet Rescue Foundation	WA	\$209,672	Vice Present	\$22,434	\$18,034	2024
Sanilac County Humane Society	MI	\$208,104	President	\$79,189	\$75,556	2023
Great Pyrenees Rescue Society Inc	TX	\$214,729	Director	\$33,000	\$30,515	2023
Second Chance For Homeless Pets	UT	\$215,040	Executive Director	\$45,100	\$41,445	2024
Wisconsin Big Cat Rescue Education Center Inc	WI	\$215,665	Treasurer	\$8,663	\$8,363	2023
Murphy's Paw Rescue Inc	CT	\$206,698	Executive Director	\$100,000	\$86,672	2023
Hope Haven Farm Sanctuary	PA	\$206,572	Executive Di	\$20,000	\$18,437	2023
Nowzad Dogs Nfp	TX	\$216,388	President	\$55,254	\$49,626	2024
Puplandia Dog Rescue	OR	\$205,932	Founder/dire	\$75,818	\$65,085	2023
Humane Society Of Amherst County	VA	\$205,932	Vice President	\$3,858	\$3,345	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southern Hope Animal Rescue & Education	NC	\$216,858	President	\$16,800	\$15,586	2024
Susie Spector Foundation	CA	\$205,497	Coo	\$76,404	\$59,237	2024
No Greater Love Inc	AL	\$205,485	Adoption Coordinator	\$44,820	\$43,475	2024
Meow Mission Incorporated	IN	\$205,482	President	\$1,500	\$1,420	2024
Life With Pigs	VA	\$205,176	President	\$26,064	\$22,596	2024
Roanoke Valley Horse Rescue Inc	VA	\$204,861	Ceopresident	\$55,180	\$47,837	2024
Northern New Mexico Street Homeless	NM	\$217,766	Executive Di	\$58,920	\$58,580	2023
Blackfoot Animal Shelter & Rescue	ID	\$204,305	Director	\$43,479	\$41,529	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	276 organizations. Compensation range \$1,248–\$518,973; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$211,204); for reference, expenses \$196,145 and assets \$497,583.
ROLE MATCH	Georgia Lynn, reported title " <i>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 6 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	74 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	74 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 (Georgia Lynn) 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 276 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 74th 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.