

# Chicago French Bulldog Rescue Inc Nfp

Executive Director / CEO

EIN 261885995  
 IL · NTEE D20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Mary Scheffke, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

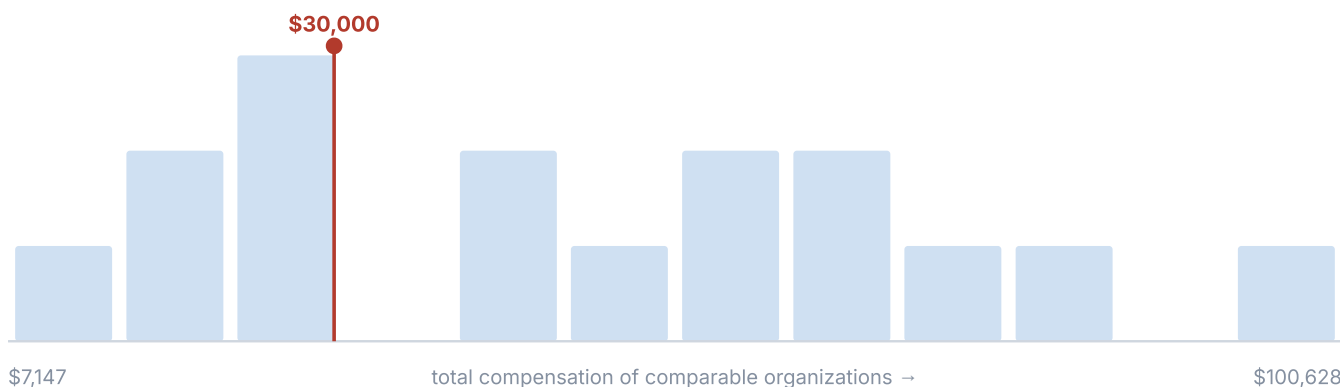
**Benchmarked executive:** Mary Scheffke — reported title “Director/President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$202,780 and \$453,987 — 0.67x to 1.50x the subject's \$302,658 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20) + IL + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,596	\$23,238	\$45,812	\$64,438	\$75,382	\$30,000
----------	----------	----------	----------	----------	----------



## ● 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 IL 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="#">Alliance For Humane Action (Aha)</a>	IL	\$302,982	President	\$40,560	<b>\$40,560</b>	2023
<a href="#">Showing Animals Respect &amp; Kindness Inc</a>	IL	\$298,523	Vp And Secretary	\$80,000	<b>\$80,000</b>	2023
<a href="#">Humane Society Of Southern Illinoispca Inc</a>	IL	\$314,265	Shelter Manager	\$23,970	<b>\$23,282</b>	2024
<a href="#">Kamins Farm Sanctuary</a>	IL	\$319,817	Executive Di	\$58,000	<b>\$56,336</b>	2024
<a href="#">Fetching Tails Foundation</a>	IL	\$283,442	Secretary	\$48,000	<b>\$46,623</b>	2024
<a href="#">Finding Forever Animal Rescue</a>	IL	\$280,462	President	\$70,640	<b>\$66,845</b>	2025
<a href="#">Hooved Animal Rescue &amp; Protection Society</a>	IL	\$331,630	President	\$63,635	<b>\$63,635</b>	2023
<a href="#">Assisi Animal Foundation</a>	IL	\$351,325	Executive Dir.	\$30,000	<b>\$28,388</b>	2025
<a href="#">Paws And Claws Rescue Inc</a>	IL	\$375,174	Cat Care Manager	\$45,000	<b>\$45,000</b>	2023
<a href="#">Animals First Aid Nfp</a>	IL	\$211,091	President	\$7,358	<b>\$7,147</b>	2024
<a href="#">Determined To Rise Animal Foundation</a>	IL	\$410,735	Executive Director	\$18,000	<b>\$18,000</b>	2023
<a href="#">Roscoe Animal Retreat</a>	IL	\$412,847	Secretary	\$23,107	<b>\$23,107</b>	2023
<a href="#">Illinois Valley Animal Rescue</a>	IL	\$414,708	Executive Dir.	\$15,640	<b>\$15,191</b>	2024
<a href="#">Trio Animal Foundation</a>	IL	\$419,671	President/di	\$103,600	<b>\$100,628</b>	2024
<a href="#">Touched By An Animal</a>	IL	\$437,442	Executive Director	\$72,853	<b>\$70,763</b>	2024
<a href="#">Pet Central Helps</a>	IL	\$452,430	President	\$53,000	<b>\$59,591</b>	2021

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 16 organizations. Compensation range \$7,147–\$100,628; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$302,658); for reference, expenses \$270,872 and assets \$320,992.

**ROLE MATCH** Mary Scheffke, reported title "*Director/President*", 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	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	38 <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 (Mary Scheffke) 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 16 similarly situated organizations (Same NTEE sector (D20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 38<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 9, 2026.