

Hairy Houdini Siberian Husky Rescue

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Cherie Wagensomer, Executive Director / CEO** (\$18,692) 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 **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Cherie Wagensomer — 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 (D20).

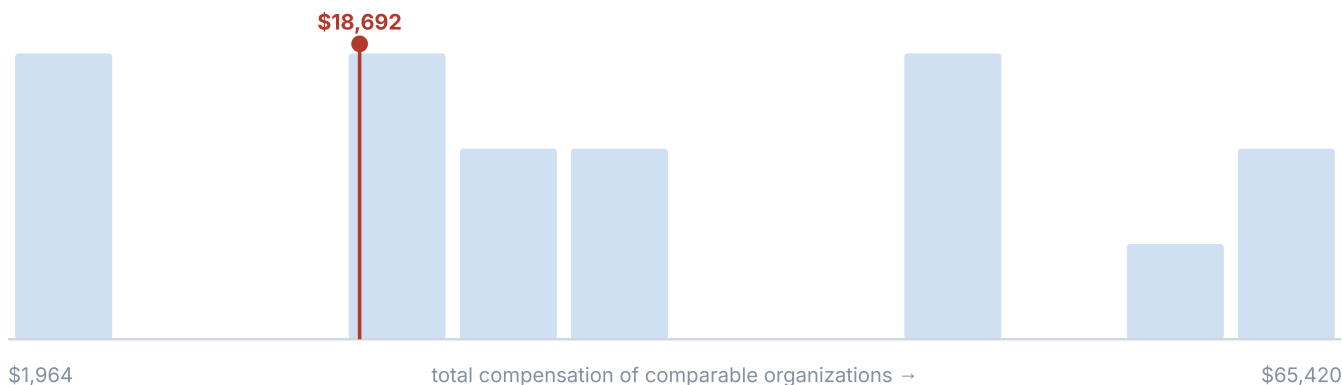
BUDGET Total revenue between \$36,870 and \$82,545 — 0.67x to 1.50x the subject's \$55,030 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20), nationwide + 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



\$4,643

\$19,386

\$28,500

\$48,061

\$58,926

\$18,692



■ 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 MI 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
Scottsdale Equestrian Academy Inc	AZ	\$56,905	President	\$35,000	\$32,611	2023
Siamese Cat Rescue Center	VA	\$57,172	Exec Directo	\$54,085	\$47,875	2025
Humane Society Of Richland Wilkin Co	ND	\$60,587	Vice President	\$42,966	\$45,682	2023
Paws Of Franklin County Texas	TX	\$48,783	Acting Executive Director	\$31,250	\$29,416	2024
Hearts Speak Inc	NY	\$48,082	Executive Dir.	\$28,000	\$23,810	2024
Friends Of Sunny Florida Animals Inc	FL	\$47,346	P,sec,tr	\$25,000	\$22,101	2024
Pawsitive Action Foundation Inc	SC	\$44,304	Treasurer	\$2,000	\$1,964	2024
Pulaski County Humane Society	MO	\$65,959	Shelter Manager	\$26,880	\$27,583	2023
Savage River Farms Inc	MD	\$42,302	Director	\$63,983	\$56,291	2024
Panda Paws Rescue	WA	\$41,319	Director	\$75,000	\$61,560	2025
The Buddy Fund Inc	NY	\$69,412	Director	\$8,300	\$7,058	2024
Lagrange Troup County Humane Societ	GA	\$73,286	Executive Di	\$2,354	\$2,227	2024
Companion Animal Foundation	CA	\$74,045	E.d.	\$24,000	\$19,502	2024
Ferret Association Of Connecticut Inc	CT	\$76,748	Executive Director	\$21,578	\$19,039	2024
American Horse Protection Association Inc	VA	\$80,085	Executive Director	\$72,000	\$65,420	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Partnership For Pets Inc	NC	\$80,686	Founder/pres	\$50,000	\$48,618	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	16 organizations. Compensation range \$1,964–\$65,420; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$55,030); for reference, expenses \$61,294 and assets \$6,600.
ROLE MATCH	Cherie Wagensomer, reported title " <i>PRESIDENT</i> ", 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	19 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 (Cherie Wagensomer) 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), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,692 is reasonable (approximately the 19th 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.