

Bobshouse 4dogs Inc

Executive Director / CEO

EIN 264289171

WI · NTEE D20

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Amy Quella, Executive Director / CEO** (\$46,654) against **every comparable organization** that fit the selection criteria — **411** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

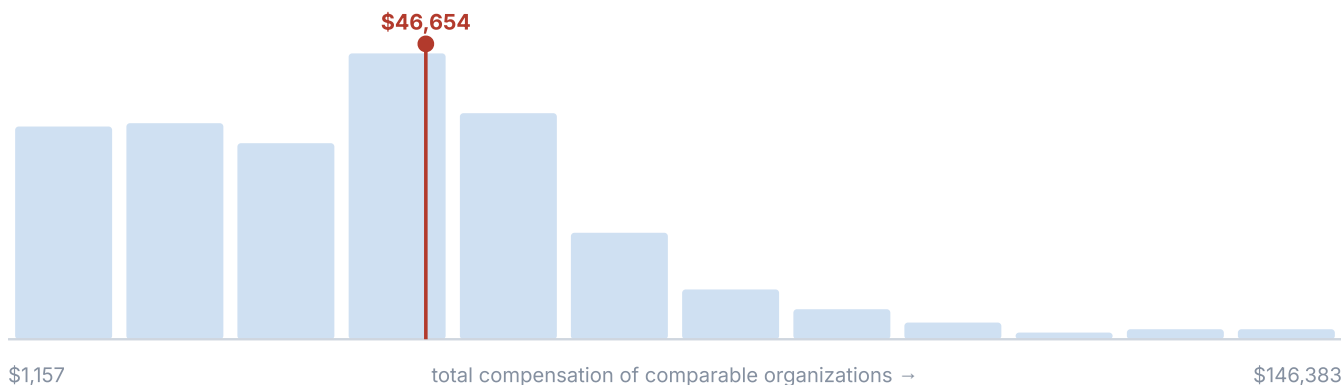
Benchmarked executive: Amy Quella — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

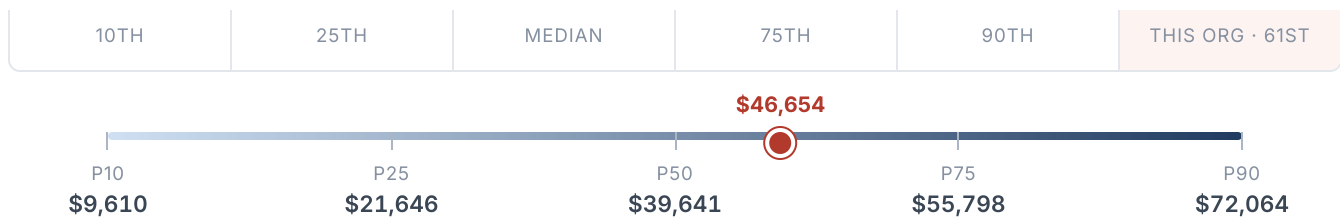
SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$256,354 and \$573,927 — 0.67x to 1.50x the subject's \$382,618 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

411 organizations qualified on sector, size, and geography → **411** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,610	\$21,646	\$39,641	\$55,798	\$72,064	\$46,654
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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 WI 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
Dreamcatcher Ranch Horse Rescue Inc	FL	\$382,581	President	\$13,789	\$12,047	2024
Rescue Riders Pet Transport	TN	\$382,226	President	\$2,625	\$2,567	2024
Lucky 13 Rescue Inc	MO	\$383,450	Executive Dir	\$60,000	\$59,104	2024
Caring For Cats Inc	MN	\$381,234	Executive Director	\$28,500	\$26,191	2024
Foreverland Farm	OH	\$380,726	Interim Board President	\$25,000	\$24,627	2024
Foxy And The Hounds	CA	\$384,779	President	\$102,500	\$82,317	2024
Project Animalaid	CO	\$379,908	Executive Director	\$25,385	\$23,307	2023
Planned Pet-hood	TN	\$379,869	Executive Director	\$33,786	\$33,030	2024
Free Animal Doctor Inc	CA	\$379,157	President	\$24,000	\$19,844	2023
Humane Society Of Noble County Inc	IN	\$386,131	Shelter Director	\$46,918	\$46,017	2024
Miami Animal Rescue Inc	FL	\$386,286	President	\$12,000	\$10,794	2023
Kitty Cottage Adoption Center Inc	PA	\$386,385	Director	\$3,770	\$3,497	2024
Tiny Hooves Rescue Inc	WI	\$378,500	President Until 09/12/24	\$12,254	\$11,902	2024
H U G S For Horses And Children	MI	\$378,217	President	\$69,172	\$66,402	2024
Calvert Animal Welfare League Inc	MD	\$387,321	Director	\$5,400	\$4,695	2024
Rory To The Rescue Inc	CA	\$387,425	Ceo	\$60,751	\$48,789	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Therapet Animal Assisted	TX	\$388,287	Executive Dir.	\$69,996	\$65,120	2024
No More Chasin Tails	VA	\$388,364	President	\$45,708	\$41,046	2024
Carrie A Seaman Animal Shelter Inc	MA	\$376,429	Treasurer	\$16,250	\$13,231	2025
Cracker Box Palace Inc	NY	\$375,977	Farm Director	\$23,078	\$19,395	2024
A Friend Of Jack Rescue	CO	\$375,848	Executive Director	\$57,333	\$51,130	2024
Species Unite 23 Inc	NY	\$389,469	President	\$125,000	\$108,155	2023
Chasing Daylight Animal Shelter Inc	WI	\$375,277	Director	\$38,923	\$37,806	2024
Paws And Claws Rescue Inc	IL	\$375,174	Cat Care Manager	\$45,000	\$42,361	2023
Colorado Springs All Breed Rescue	CO	\$390,375	Executive Di	\$28,500	\$25,416	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	411 organizations. Compensation range \$1,157–\$146,383; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$382,618); for reference, expenses \$285,726 and assets \$822,720.
ROLE MATCH	Amy Quella, reported title " <i>Executive Dir.</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	61 st
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	61 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 (Amy Quella) 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 13, 2026, comparing compensation against 411 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,654 is reasonable (approximately the 61st 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 13, 2026.