

# Chasing Daylight Animal Shelter Inc

Executive Director / CEO

EIN 272501860

WI · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Aylah Dingfeld, Executive Director / CEO** (\$38,923) against **every comparable organization** that fit the selection criteria — **412** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

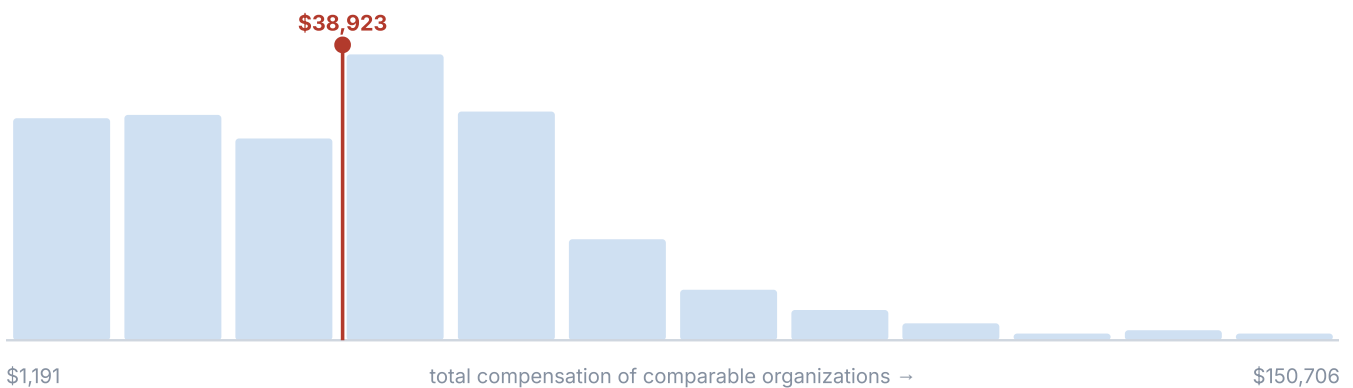
**Benchmarked executive:** Aylah Dingfeld — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

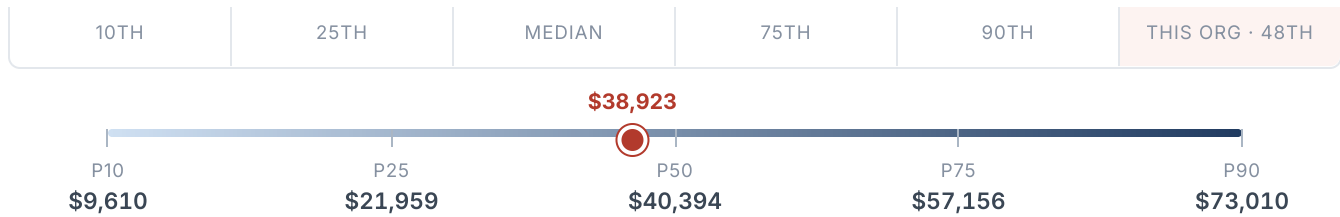
SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$251,435 and \$562,915 — 0.67x to 1.50x the subject's \$375,277 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**412** organizations qualified on sector, size, and geography → **412** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,610	\$21,959	\$40,394	\$57,156	\$73,010	\$38,923
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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
<a href="#">Paws And Claws Rescue Inc</a>	IL	\$375,174	Cat Care Manager	\$45,000	<b>\$43,612</b>	2023
<a href="#">A Friend Of Jack Rescue</a>	CO	\$375,848	Executive Director	\$57,333	<b>\$52,640</b>	2024
<a href="#">Cracker Box Palace Inc</a>	NY	\$375,977	Farm Director	\$23,078	<b>\$19,968</b>	2024
<a href="#">Carrie A Seaman Animal Shelter Inc</a>	MA	\$376,429	Treasurer	\$16,250	<b>\$13,622</b>	2025
<a href="#">Safe Harbor Animal Sanctuary</a>	MO	\$373,701	Executive Dir.	\$19,188	<b>\$19,460</b>	2024
<a href="#">Remarkable Rescues Inc</a>	FL	\$372,550	Vice President	\$39,000	<b>\$35,081</b>	2024
<a href="#">H U G S For Horses And Children</a>	MI	\$378,217	President	\$69,172	<b>\$68,364</b>	2024
<a href="#">Tiny Hooves Rescue Inc</a>	WI	\$378,500	President Until 09/12/24	\$12,254	<b>\$12,254</b>	2024
<a href="#">Omega Horse Rescue And Rehabilitation</a>	PA	\$371,753	Executive Director	\$35,100	<b>\$32,652</b>	2025
<a href="#">Free Animal Doctor Inc</a>	CA	\$379,157	President	\$24,000	<b>\$20,430</b>	2023
<a href="#">Planned Pet-hood</a>	TN	\$379,869	Executive Director	\$33,786	<b>\$34,005</b>	2024
<a href="#">Project Animalaid</a>	CO	\$379,908	Executive Director	\$25,385	<b>\$23,996</b>	2023
<a href="#">Foreverland Farm</a>	OH	\$380,726	Interim Board President	\$25,000	<b>\$25,354</b>	2024
<a href="#">Delta Animal Shelter</a>	MI	\$369,806	Trustee/part	\$42,570	<b>\$43,315</b>	2023
<a href="#">Caring For Cats Inc</a>	MN	\$381,234	Executive Director	\$28,500	<b>\$26,965</b>	2024
<a href="#">Rescue Riders Pet Transport</a>	TN	\$382,226	President	\$2,625	<b>\$2,642</b>	2024
<a href="#">Dreamcatcher Ranch Horse Rescue Inc</a>	FL	\$382,581	President	\$13,789	<b>\$12,403</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bobshouse 4dogs Inc</a>	WI	\$382,618	Executive Dir.	\$46,654	<b>\$48,032</b>	2023
<a href="#">Animal Rescue And Foster Program Inc</a>	NC	\$367,729	Executive Director	\$56,000	<b>\$57,041</b>	2023
<a href="#">Lucky 13 Rescue Inc</a>	MO	\$383,450	Executive Dir	\$60,000	<b>\$60,850</b>	2024
<a href="#">Sugarland Ranch Inc</a>	NV	\$366,813	President	\$21,375	<b>\$20,516</b>	2024
<a href="#">Social Tees Animal Rescue Foundation In</a>	NY	\$366,592	Executive Director	\$111,240	<b>\$96,249</b>	2024
<a href="#">Foxy And The Hounds</a>	CA	\$384,779	President	\$102,500	<b>\$84,749</b>	2024
<a href="#">East Greenwich Animal Protection League Inc</a>	RI	\$364,684	Executive Director	\$62,661	<b>\$59,231</b>	2023
<a href="#">Humane Society Of Noble County Inc</a>	IN	\$386,131	Shelter Director	\$46,918	<b>\$47,376</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 412 organizations. Compensation range \$1,191–\$150,706; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$375,277); for reference, expenses \$295,494 and assets \$4,299,153.

**ROLE MATCH** Aylah Dingfeld, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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** 8 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	48 <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 (Aylah Dingfeld) 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 412 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,923 is reasonable (approximately the 48<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.