

# Hoovers Hause All Dog Rescue

Executive Director / CEO

EIN 274875144

MS · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sharon Runkel, Executive Director / CEO** (\$58,100) against **every comparable organization** that fit the selection criteria — **413** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Sharon Runkel — reported title “Key Employee”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

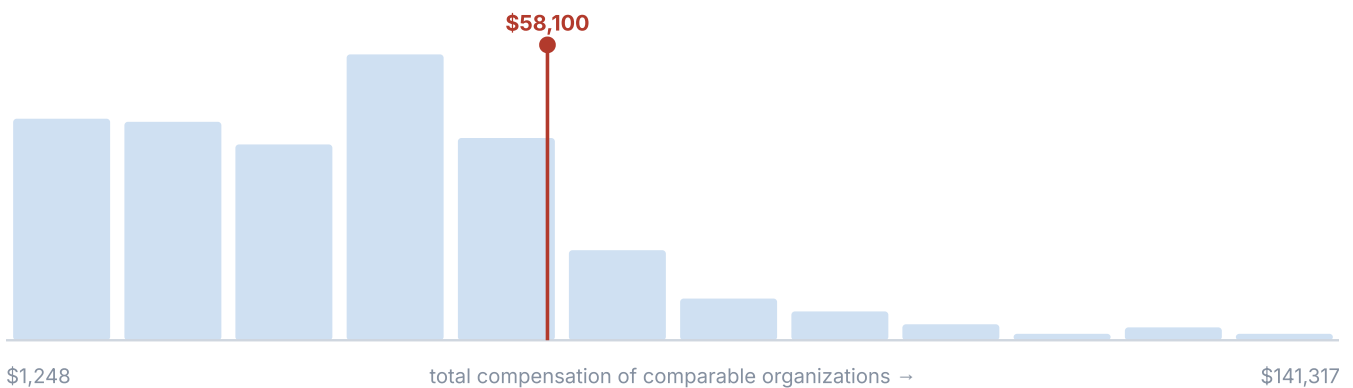
**SECTOR** Organizations sharing the subject's NTEE classification (D20).

**BUDGET** Total revenue between \$243,520 and \$545,196 — 0.67x to 1.50x the subject's \$363,464 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**413** organizations qualified on sector, size, and geography → **413** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$8,851	\$19,525	\$36,916	\$52,737	\$67,722	\$58,100
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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
<a href="#">Organization For The Responsible</a>	PA	\$363,279	President	\$1,900	<b>\$1,657</b>	2025
<a href="#">Bailing Out Benji</a>	IA	\$363,212	President	\$70,751	<b>\$69,556</b>	2024
<a href="#">Vegas Roots Rescue</a>	NV	\$363,855	President	\$4,500	<b>\$4,050</b>	2024
<a href="#">Brookings Regional Humane Society Inc</a>	SD	\$363,863	Executive Dir.	\$68,006	<b>\$67,388</b>	2024
<a href="#">East Greenwich Animal Protection League Inc</a>	RI	\$364,684	Executive Director	\$62,661	<b>\$55,541</b>	2023
<a href="#">Social Tees Animal Rescue Foundation In</a>	NY	\$366,592	Executive Director	\$111,240	<b>\$90,253</b>	2024
<a href="#">Sugarland Ranch Inc</a>	NV	\$366,813	President	\$21,375	<b>\$19,238</b>	2024
<a href="#">Happy Compromise Farm And Sanctuary</a>	NY	\$360,070	President	\$15,600	<b>\$13,031</b>	2023
<a href="#">Dogs On Deployment</a>	CA	\$359,911	President, Ceo	\$59,236	<b>\$45,926</b>	2024
<a href="#">Lakes Area Humane Society Inc</a>	MN	\$359,779	Executive Director	\$65,553	<b>\$58,158</b>	2024
<a href="#">Animal Rescue And Foster Program Inc</a>	NC	\$367,729	Executive Director	\$56,000	<b>\$53,488</b>	2023
<a href="#">Freedom Ride Rescue</a>	NC	\$359,014	Executive Director	\$23,400	<b>\$22,350</b>	2023
<a href="#">Delta Animal Shelter</a>	MI	\$369,806	Trustee/part	\$42,570	<b>\$40,617</b>	2023
<a href="#">Bonapartes Retreat</a>	TN	\$356,353	Vice President/treasurer	\$20,043	<b>\$18,916</b>	2024
<a href="#">Elfaro De Los Animales Inc</a>	PR	\$355,982	Executive Director	\$40,022	<b>\$40,022</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Omega Horse Rescue And Rehabilitation</a>	PA	\$371,753	Executive Director	\$35,100	<b>\$30,618</b>	2025
<a href="#">Remarkable Resques Inc</a>	FL	\$372,550	Vice President	\$39,000	<b>\$32,896</b>	2024
<a href="#">Greenmore Farm Animal Rescue Inc</a>	PA	\$354,282	President	\$136,631	<b>\$119,184</b>	2025
<a href="#">St Francis Pet Care Inc</a>	FL	\$354,167	President	\$43,254	<b>\$37,562</b>	2023
<a href="#">Animal Shelter Of St Lucie County</a>	FL	\$353,501	President	\$44,775	<b>\$38,883</b>	2023
<a href="#">Bettertogether Forever</a>	CA	\$353,316	Executive Director	\$79,792	<b>\$63,691</b>	2023
<a href="#">Safe Harbor Animal Sanctuary</a>	MO	\$373,701	Executive Dir.	\$19,188	<b>\$18,247</b>	2024
<a href="#">South Pacific County Humane Society</a>	WA	\$352,781	Shelter Manager	\$48,192	<b>\$39,884</b>	2023
<a href="#">Paws And Claws Rescue Inc</a>	IL	\$375,174	Cat Care Manager	\$45,000	<b>\$40,895</b>	2023
<a href="#">Chasing Daylight Animal Shelter Inc</a>	WI	\$375,277	Director	\$38,923	<b>\$36,498</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **413** organizations. Compensation range \$1,248–\$141,317; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$363,464); for reference, expenses \$373,318 and assets \$19,017.

**ROLE MATCH** Sharon Runkel, reported title "*Key Employee*", 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** 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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	82 <sup>nd</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 (Sharon Runkel) 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 413 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,100 is reasonable (approximately the 83<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.