

Fishamerica Foundation

Executive Director / CEO

EIN 363219015

VA · NTEE D330

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Glenn D Hughes, Executive Director / CEO** (\$50,208) against **every comparable organization** that fit the selection criteria — **436** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Glenn D Hughes — 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 (D330).
BUDGET	Total revenue between \$143,342 and \$320,916 — 0.67x to 1.50x the subject's \$213,944 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

436 organizations qualified on sector, size, and geography → **436** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,171	\$19,018	\$35,047	\$57,290	\$77,541	\$50,208
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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 VA 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
Merritt Island Wildlife	FL	\$214,153	Executive Di	\$1,609	\$1,565	2024
James L West Presbyterian	TX	\$213,560	Ceo	\$30,063	\$32,065	2023
Sea Turtle Recovery Inc	NJ	\$214,432	Co-executive Officer	\$47,600	\$44,016	2024
Great Pyrenees Rescue Society Inc	TX	\$214,729	Director	\$33,000	\$35,198	2023
Second Chance For Homeless Pets	UT	\$215,040	Executive Director	\$45,100	\$47,806	2024
All Creatures Loving Care Inc	FL	\$212,804	President	\$1,000	\$973	2024
Foundation For North American Wild	MT	\$215,222	Executive Di	\$25,002	\$28,736	2023
Nmdog Inc	NM	\$212,517	President	\$19,900	\$22,167	2024
Wisconsin Big Cat Rescue Education Center Inc	WI	\$215,665	Treasurer	\$8,663	\$9,647	2023
Nowzad Dogs Nfp	TX	\$216,388	President	\$55,254	\$57,244	2024
National Walking Horse Association	PA	\$216,467	Director	\$2,100	\$2,169	2024
Vicksburg-warren Humane Society	MS	\$211,204	President	\$45,000	\$51,907	2024
Animals First Aid Nfp	IL	\$211,091	President	\$7,358	\$7,492	2024
Southern Hope Animal Rescue & Education	NC	\$216,858	President	\$16,800	\$17,978	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tazzy Animal Rescue Fund Inc	CA	\$210,832	Ceo	\$27,135	\$24,267	2024
Gabby's Animal Rescue Inc	CA	\$210,765	President	\$41,600	\$38,303	2023
Stealing Hearts Rescue Inc	AZ	\$217,211	President	\$32,885	\$33,722	2023
Shaw Pit Bull Rescue	MS	\$210,527	Employee	\$15,779	\$18,739	2023
Pax Fauna	CO	\$217,386	Board Member At Large	\$53,709	\$53,338	2024
Diggity Dogs Services Dogs Inc	MA	\$217,457	President/treasurer/clerk	\$122,699	\$114,194	2024
Human-animal Alliance Inc	FL	\$217,629	Exec Director; Treasurer & Secretary	\$80,000	\$80,135	2023
South Carolina Wildlife Partnership	SC	\$210,253	Executive Director	\$85,116	\$94,682	2023
Northern New Mexico Street Homeless	NM	\$217,766	Executive Di	\$58,920	\$67,571	2023
Northern Lakes Rescue	MN	\$210,094	President	\$24,259	\$25,560	2023
Ark Rescue Rehab And Foster	MS	\$210,046	Kennel Tech	\$33,347	\$38,466	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	436 organizations. Compensation range \$661–\$598,632; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$213,944); for reference, expenses \$180,951 and assets \$1,929,199.
ROLE MATCH	Glenn D Hughes, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	67 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Glenn D Hughes) 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 10, 2026, comparing compensation against 436 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,208 is reasonable (approximately the 67th 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 10, 2026.