

# Hooved Animal Rescue & Protection Society

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ronda Ewing, Executive Director / CEO** (\$63,635) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

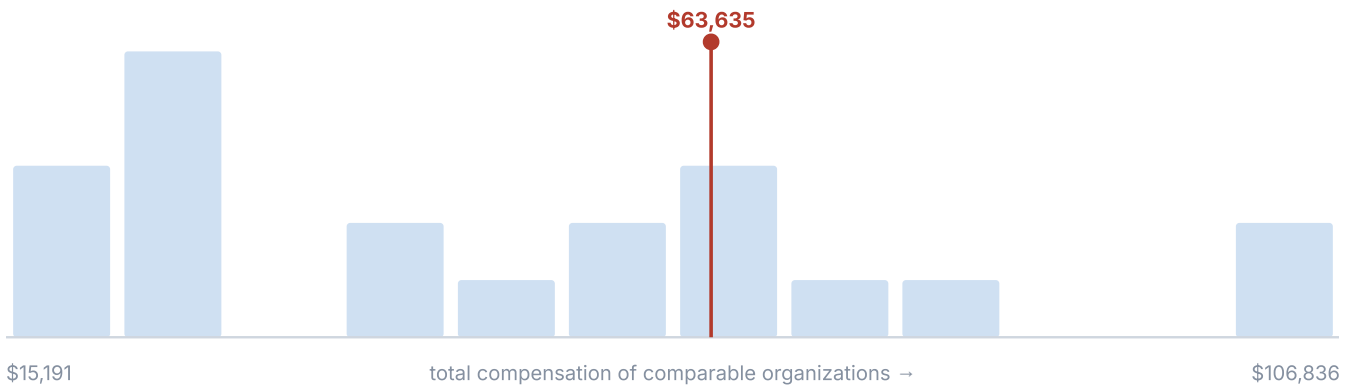
**Benchmarked executive:** Ronda Ewing — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$222,192 and \$497,445 — 0.67x to 1.50x the subject's \$331,630 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20) + IL + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,256	\$24,758	\$45,812	\$65,811	\$82,063	\$63,635
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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 IL 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="#">Kamins Farm Sanctuary</a>	IL	\$319,817	Executive Di	\$58,000	<b>\$56,336</b>	2024
<a href="#">Humane Society Of Southern Illinoisppca Inc</a>	IL	\$314,265	Shelter Manager	\$23,970	<b>\$23,282</b>	2024
<a href="#">Assisi Animal Foundation</a>	IL	\$351,325	Executive Dir.	\$30,000	<b>\$28,388</b>	2025
<a href="#">Alliance For Humane Action (Aha)</a>	IL	\$302,982	President	\$40,560	<b>\$40,560</b>	2023
<a href="#">Chicago French Bulldog Rescue Inc Nfp</a>	IL	\$302,658	Director/president	\$30,000	<b>\$30,000</b>	2023
<a href="#">Showing Animals Respect &amp; Kindness Inc</a>	IL	\$298,523	Vp And Secretary	\$80,000	<b>\$80,000</b>	2023
<a href="#">Paws And Claws Rescue Inc</a>	IL	\$375,174	Cat Care Manager	\$45,000	<b>\$45,000</b>	2023
<a href="#">Fetching Tails Foundation</a>	IL	\$283,442	Secretary	\$48,000	<b>\$46,623</b>	2024
<a href="#">Finding Forever Animal Rescue</a>	IL	\$280,462	President	\$70,640	<b>\$66,845</b>	2025
<a href="#">Determined To Rise Animal Foundation</a>	IL	\$410,735	Executive Director	\$18,000	<b>\$18,000</b>	2023
<a href="#">Roscoe Animal Retreat</a>	IL	\$412,847	Secretary	\$23,107	<b>\$23,107</b>	2023
<a href="#">Illinois Valley Animal Rescue</a>	IL	\$414,708	Executive Dir.	\$15,640	<b>\$15,191</b>	2024
<a href="#">Trio Animal Foundation</a>	IL	\$419,671	President/di	\$103,600	<b>\$100,628</b>	2024
<a href="#">Touched By An Animal</a>	IL	\$437,442	Executive Director	\$72,853	<b>\$70,763</b>	2024
<a href="#">Pet Central Helps</a>	IL	\$452,430	President	\$53,000	<b>\$59,591</b>	2021
<a href="#">Bright Promises Foundation</a>	IL	\$461,402	Executive Director	\$109,992	<b>\$106,836</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Macoupin County Adopt A Pet</a>	IL	\$472,529	Vp & Executive Director	\$23,400	<b>\$22,729</b>	2024
<a href="#">Alive Rescue Nfp</a>	IL	\$487,183	President	\$63,846	<b>\$63,846</b>	2023
<a href="#">Rubys Rescue &amp; Retreat Nfp</a>	IL	\$490,727	President	\$67,400	<b>\$65,466</b>	2024
<a href="#">Red Door Animal Shelter</a>	IL	\$492,442	President	\$25,250	<b>\$25,250</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 20 organizations. Compensation range \$15,191–\$106,836; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$331,630); for reference, expenses \$404,157 and assets \$524,621.

**ROLE MATCH** Ronda Ewing, reported title "*PRESIDENT*", 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	65 <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

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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 (Ronda Ewing) 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 20 similarly situated organizations (Same NTEE sector (D20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,635 is reasonable (approximately the 65<sup>th</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.