

Chequamegon Humane Association

Executive Director / CEO

EIN 391365568
 WI · NTEE D200
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kari Olinger, Executive Director / CEO** (\$47,898) against **every comparable organization** that fit the selection criteria — **426** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Kari Olinger — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D200).
BUDGET	Total revenue between \$315,121 and \$705,496 — 0.67x to 1.50x the subject's \$470,331 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

426 organizations qualified on sector, size, and geography → **426** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,881	\$25,701	\$44,633	\$60,913	\$77,938	\$47,898
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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
Companion Animal Protection Society	CA	\$471,804	President And Chair	\$52,176	\$43,140	2024
S Nipped	OR	\$471,924	Vet Assist	\$39,076	\$34,747	2024
Freedom For Great Apes Inc	OR	\$472,184	Secretary	\$26,618	\$24,368	2023
Second Chance Shelter	AL	\$468,378	President	\$11,769	\$12,534	2023
Macoupin County Adopt A Pet	IL	\$472,529	Vp & Executive Director	\$23,400	\$22,028	2024
Pennsylvania State Animal Response Team	PA	\$467,730	Executive Director	\$44,508	\$42,499	2024
All About Equine Animal Rescue Inc	CA	\$473,172	President	\$18,000	\$15,323	2023
Horse Protection Association Of	FL	\$465,948	President &	\$140,000	\$129,652	2023
Animal Refuge Foundation	TX	\$475,195	Secretary	\$37,520	\$35,937	2024
Sunny Skys Animal Rescue And Hospital	WA	\$475,506	President	\$27,942	\$23,954	2024
Alliance For The Earth	NM	\$465,141	President	\$63,824	\$65,730	2024
Karma Rescue	CA	\$464,824	Executive Director	\$87,166	\$74,200	2023
Brownie Blondie Foundation Inc	PR	\$464,435	President	\$23,100	\$23,782	2023
Almost Home Animal Rescue League	MI	\$476,413	President	\$55,900	\$56,879	2023
Friends For Felines Inc	NY	\$463,844	President	\$5,950	\$5,148	2024
Camp Companion Inc	MN	\$477,029	Executive Dir.	\$53,669	\$52,278	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rawley Project	OR	\$462,900	Executive Dir.	\$76,388	\$67,925	2024
The Humane Society Of East Texas	TX	\$479,258	Executive Di	\$1,500	\$1,437	2024
Bright Promises Foundation	IL	\$461,402	Executive Director	\$109,992	\$103,542	2024
Denkai Animal Sanctuary	CO	\$480,162	President	\$34,747	\$32,845	2023
Progressive Animal Welfare Society	OH	\$481,137	Op. Man. Non	\$28,288	\$28,689	2024
Humane Animal Care Coalition Inc	FL	\$458,692	President	\$11,000	\$9,895	2024
Mustang Heritage Foundation	TN	\$483,027	Interim Executive Director	\$88,747	\$89,323	2024
Catio Cat Lounge Inc	TN	\$457,428	Secretary	\$6,133	\$6,173	2024
Progressive Animal Welfare Society	WA	\$456,867	Executive Director	\$18,250	\$16,107	2023

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.

■ Sample, role match & sensitivity

PEER COUNT 426 organizations. Compensation range \$124–\$333,528; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$470,331); for reference, expenses \$451,685 and assets \$647,012.

ROLE MATCH Kari Olinger, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	55 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	54 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 (Kari Olinger) 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 426 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,898 is reasonable (approximately the 55th 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.