

# Paws 4 Liberty Inc

Executive Director / CEO

EIN 412171368

FL · NTEE P86

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Donna Rainey, Executive Director / CEO** (\$41,318) against the **2000** closest of **3,936** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

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

## How comparable organizations were selected

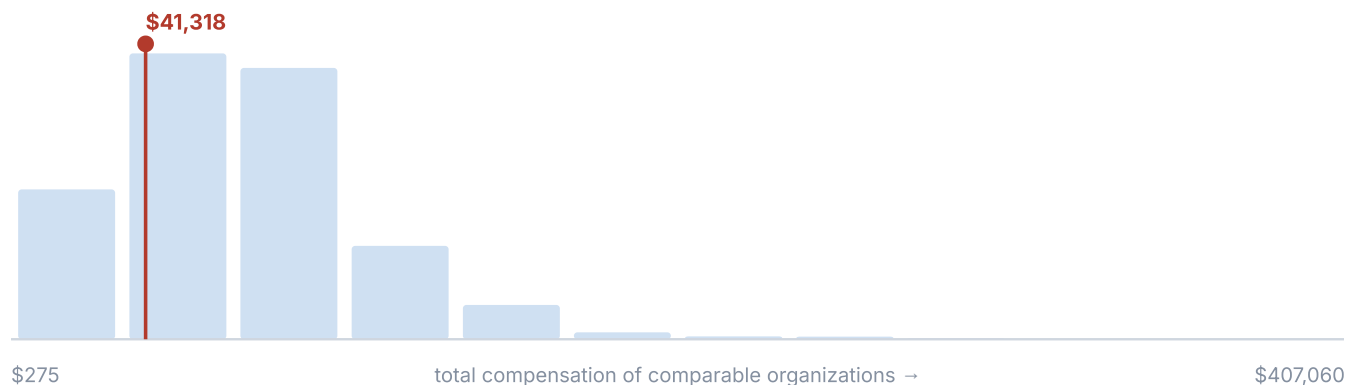
**SECTOR** Organizations sharing the subject's NTEE classification (P86).

**BUDGET** Total revenue between \$333,909 and \$747,558 — 0.67x to 1.50x the subject's \$498,372 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,936** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$20,697

\$44,922

\$66,996

\$90,530

\$118,122

**\$41,318**



## ● 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 FL 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="#">Caring Counseling Ministries</a>	IL	\$498,355	Executive Dir.	\$57,713	<b>\$58,840</b>	2025
<a href="#">Encore Studio For The Performing Arts Inc</a>	WI	\$498,463	Ceo	\$86,048	<b>\$95,660</b>	2024
<a href="#">Herrin House Of Hope</a>	IL	\$498,258	Executive Dir.	\$52,424	<b>\$54,862</b>	2024
<a href="#">Compassus Living Foundation Inc</a>	TN	\$498,227	Executive Director	\$60,955	<b>\$70,218</b>	2023
<a href="#">The Thrift Shop Of Boston Inc</a>	MA	\$498,525	Manager	\$69,352	<b>\$66,339</b>	2024
<a href="#">Cherishability</a>	OR	\$498,540	Executive Director	\$84,000	<b>\$85,490</b>	2023
<a href="#">Uniting Communities Qalich</a>	WA	\$498,552	Executive Dir.	\$4,385	<b>\$4,179</b>	2024
<a href="#">The Clubs Thrift Store Inc</a>	MN	\$498,598	Manager	\$50,609	<b>\$53,232</b>	2024
<a href="#">Community Spring Inc</a>	FL	\$497,960	Executive Director	\$68,500	<b>\$66,734</b>	2025
<a href="#">Fox Families Care</a>	PA	\$497,906	Executive Dir.	\$54,600	<b>\$57,960</b>	2024
<a href="#">Silicon Valley Jiaren Association</a>	CA	\$497,896	President	\$80,329	<b>\$76,018</b>	2023
<a href="#">Infinite Possibilities Inc</a>	NC	\$498,893	Executive Director	\$94,584	<b>\$104,032</b>	2024
<a href="#">Esteamed Coffee Inc</a>	NC	\$498,918	Executive Di	\$71,800	<b>\$78,972</b>	2024
<a href="#">Essential Resource Consultants</a>	NV	\$497,758	Director	\$24,000	<b>\$25,608</b>	2024
<a href="#">We Are One New Jersey Inc</a>	NJ	\$497,755	Trustee	\$6,300	<b>\$5,988</b>	2024
<a href="#">People Of All Colors Succeed Organization</a>	MO	\$499,014	Executive Director - Founder	\$162,306	<b>\$188,397</b>	2023
<a href="#">La Puerta Abierta Inc</a>	PA	\$497,590	Executive Di	\$79,000	<b>\$83,862</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Childrens Center</a>	CT	\$497,579	Executive Director	\$20,713	<b>\$20,140</b>	2025
<a href="#">Maranatha Carlisle</a>	PA	\$499,268	President/ce	\$51,783	<b>\$54,970</b>	2024
<a href="#">Neighborhood Outreach Connection</a>	SC	\$497,448	Executive Director	\$69,167	<b>\$76,811</b>	2024
<a href="#">Victory Transformation Inc</a>	NY	\$497,444	Member	\$51,450	<b>\$50,952</b>	2023
<a href="#">Starkville Pregnancy Care Center</a>	MS	\$497,435	Executive Director	\$70,987	<b>\$84,160</b>	2024
<a href="#">Crush Athletics</a>	OR	\$497,327	Chief Exec Officer	\$4,000	<b>\$4,071</b>	2023
<a href="#">Renew Recovery Cafe Inc</a>	FL	\$497,288	Executive Director	\$48,125	<b>\$48,125</b>	2024
<a href="#">Project Sankofa Inc</a>	CA	\$497,251	Executive Dir.	\$128,565	<b>\$118,175</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	2000 organizations. Compensation range \$275–\$407,060; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$498,372); for reference, expenses \$411,031 and assets \$795,433.
ROLE MATCH	Donna Rainey, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	138 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	50 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	22 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	18 <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 (Donna Rainey) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,318 is reasonable (approximately the 22<sup>nd</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 13, 2026.