

A Forever-home Rescue Foundation Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Maria C Cline, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **414** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

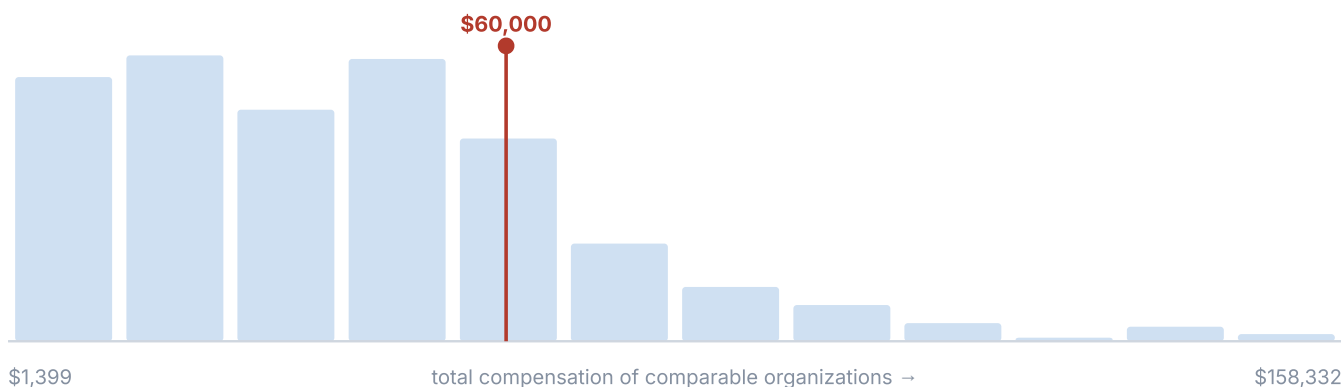
Benchmarked executive: Maria C Cline — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$209,480 and \$468,985 — 0.67x to 1.50x the subject's \$312,657 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

414 organizations qualified on sector, size, and geography → **414** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,826	\$20,514	\$38,442	\$58,040	\$75,829	\$60,000
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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
Happy Tails Rescue Foundation	MN	\$312,524	Director	\$51,750	\$51,440	2024
Here Today Adopted Tomorrow Animal	MA	\$313,379	Director	\$2,725	\$2,464	2024
Releash Atlanta Inc	GA	\$311,821	Operations Manager	\$13,526	\$13,681	2024
Sullivan County Humane Society	NH	\$313,933	Vice President	\$4,628	\$4,299	2024
Humane Society Of Southern Illinoispca Inc	IL	\$314,265	Shelter Manager	\$23,970	\$23,706	2024
Russell Rescue Inc	TN	\$310,926	President	\$22,998	\$24,318	2024
Canines With A Cause	UT	\$309,181	Executive Di	\$84,984	\$90,083	2023
Indigo Rescue Inc	OR	\$316,578	Executive Dir.	\$69,018	\$64,477	2024
Silicon Valley Pet Project	CA	\$308,572	Ceo	\$45,198	\$39,261	2024
Dharma Voices For Animals	CA	\$308,479	President	\$67,550	\$58,678	2024
The Long Way Home Inc	TX	\$316,953	Executive Director	\$61,500	\$63,715	2023
A New Chance Animal Rescue Inc	NY	\$318,086	President	\$65,000	\$59,086	2024
Cats Meow	WA	\$307,110	Executive Director	\$66,184	\$61,370	2023
United Friends Of Homeless Animals Inc	NY	\$306,784	Manager	\$12,707	\$11,892	2023
Mccook Humane Society Inc	NE	\$306,770	Consultant	\$19,400	\$21,610	2023
Thurston County Humane Society	WA	\$318,563	Executive Director	\$68,863	\$62,021	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fur-angel Foundation	HI	\$318,660	President	\$27,000	\$25,036	2023
Aruba Flight Volunteers Inc	NY	\$319,071	President	\$49,980	\$46,775	2023
The Nancy A Shaw Foundation Inc	GA	\$319,572	Executive Di	\$35,000	\$36,448	2023
Kamins Farm Sanctuary	IL	\$319,817	Executive Di	\$58,000	\$57,361	2024
My Pit Bull Is Family	MN	\$319,945	Executive Director	\$53,830	\$55,088	2023
Misplaced Mutts	NC	\$305,275	Executive Di	\$41,315	\$42,945	2024
For The Love Of Primates	OH	\$304,798	Executive Director	\$20,000	\$21,309	2024
Breeder Release Adoption Service	CO	\$320,681	Director	\$14,400	\$14,301	2023
Friends Of Normie Rescue	CA	\$321,126	Managing Dir.	\$2,885	\$2,506	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 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 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 **414** organizations. Compensation range \$1,399–\$158,332; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$312,657); for reference, expenses \$470,970 and assets \$339,185. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Maria C Cline, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this 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	77 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	76 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 (Maria C Cline) 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 414 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 77th 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.