

K9's 4 Mobility Inc

Executive Director / CEO

EIN 454748121

WY · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Woerner, Executive Director / CEO** (\$55,958) against **every comparable organization** that fit the selection criteria — **238** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Woerner — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$172,775 and \$386,811 — 0.67x to 1.50x the subject's \$257,874 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

238 organizations qualified on sector, size, and geography → **238** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,295	\$26,388	\$46,889	\$61,635	\$75,066	\$55,958
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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 WY 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
Bridges Training Foundation	TX	\$258,583	President	\$52,000	\$48,576	2023
Acts 4 Ministry Inc	CT	\$258,603	Executive Director	\$95,000	\$80,795	2024
Asd Solutions Inc	NJ	\$258,704	President	\$52,000	\$41,028	2025
Coastal Therapeutic Riding Program	NC	\$259,005	Executive Director	\$9,150	\$8,829	2023
Bridging Relationships In Diverse Groups	CA	\$260,330	Former President	\$24,411	\$19,685	2023
Lynne Cohen Foundation	CA	\$260,469	President And Executive Di	\$76,665	\$61,822	2023
Family Promise Of Greater New Braunfels	TX	\$254,832	Executive Director	\$12,000	\$10,607	2025
Front Step Inc	PA	\$254,541	Executive Director	\$42,000	\$37,992	2024
Women's Initiatives That Strengthen And	CA	\$261,621	Director	\$36,000	\$28,197	2024
Pax Learning Center	WA	\$262,225	Executive Director	\$30,000	\$24,363	2024
Matsu Council On Aging	AK	\$253,496	Executive Director	\$92,963	\$80,618	2024
Crossroads Hospice Charitable Foundation	OK	\$253,446	Executive Director	\$65,604	\$67,461	2023
Deafinitely Dogs	IA	\$252,979	Director	\$68,694	\$70,241	2023
Edtogether Inc	MA	\$252,762	Pres/treas/clerk/dir/exec	\$82,565	\$69,287	2023
Camp Patriot Corp	MT	\$263,273	President	\$56,000	\$54,755	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Transform Scott County Inc	KY	\$251,598	Executive Director	\$40,161	\$39,138	2024
The Human-animal Bond Inc	WV	\$264,174	Manager	\$12,000	\$11,786	2024
Lutheran Social Services Of Central Ohio	OH	\$251,527	President & Ceo	\$9,088	\$8,989	2023
On Our Own Of Frederick County Inc	MD	\$251,342	Executive Director 07/2022- 03/2023	\$64,413	\$56,238	2023
Lifeforce In Later Years Inc	NY	\$264,919	Executive Director	\$67,960	\$57,349	2023
Esther Single Mother Outreach	FL	\$265,496	President	\$32,300	\$27,523	2024
Shakopee Supportive Housing Inc	MN	\$250,159	President/tr	\$65,715	\$58,900	2024
Status Code 4 Inc	CO	\$249,222	Chief Operating Officer	\$53,861	\$46,847	2024
The Camp Koinonia Foundation Inc	TN	\$266,596	Past Executive Director	\$87,125	\$83,070	2024
John B Cunningham Pans And Pandas Foundation Inc	MA	\$248,969	Officer	\$80,000	\$67,135	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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	238 organizations. Compensation range \$551–\$343,745; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$257,874); for reference, expenses \$257,621 and assets \$883,130.
ROLE MATCH	Michelle Woerner, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	66 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	59 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 (Michelle Woerner) 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 238 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,958 is reasonable (approximately the 66th 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.