

Paws For Life

Executive Director / CEO

EIN 455358361
 UT · NTEE D20
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kari Mcfee, Executive Director / CEO** (\$40,310) against **every comparable organization** that fit the selection criteria — **344** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

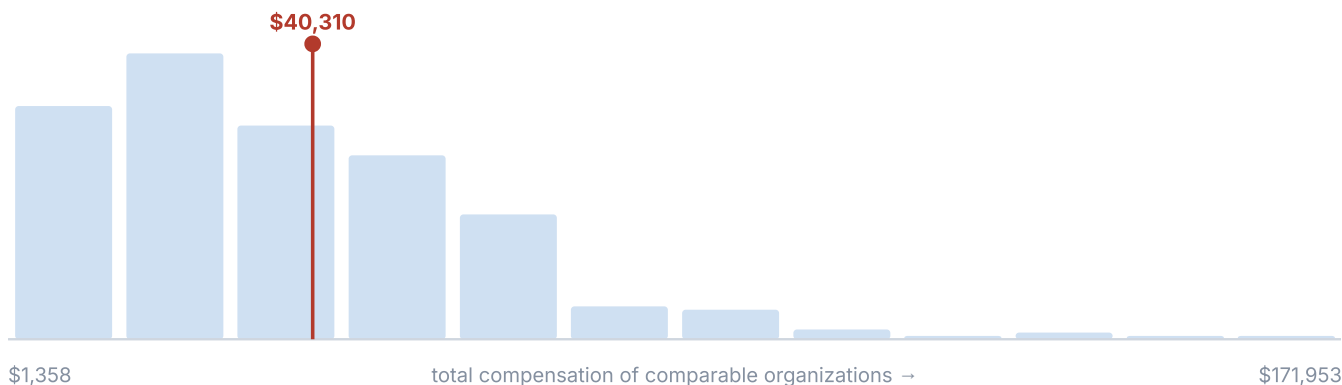
Benchmarked executive: Kari Mcfee — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$168,340 and \$376,881 — 0.67x to 1.50x the subject's \$251,254 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

344 organizations qualified on sector, size, and geography → **344** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,650	\$18,394	\$33,427	\$52,074	\$68,814	\$40,310
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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 UT 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
Animal Wonders Inc	MT	\$251,482	Executive Dir.	\$40,750	\$42,919	2024
Cottontail Cottage Farm Sanctuary	ME	\$251,017	President	\$8,850	\$8,659	2024
Pet Association Of Estes Park Inc	CO	\$250,952	Vice Pres/interim Pres	\$16,263	\$15,686	2023
West Coast Cane Corso Rescue	CA	\$251,584	Director	\$10,000	\$8,437	2024
Fresno Bully Rescue Inc	CA	\$250,829	Ed/president	\$34,520	\$29,124	2024
Southwest Animal Rescue Fund Inc	NM	\$251,818	Presidentexecutive Director	\$32,274	\$33,916	2024
Simple Sparrow	TX	\$252,007	Founder	\$18,000	\$18,113	2023
Life Animal Rescue	CA	\$252,180	President	\$18,200	\$15,809	2023
Foster Tales	CA	\$250,212	President And Director	\$76,219	\$64,306	2024
New England Lab Rescue Inc	ME	\$252,321	Executive Director	\$12,994	\$12,713	2024
Animal Partisan Inc	VA	\$250,151	President	\$36,720	\$34,642	2024
Tecate Horse Rescue Inc	CA	\$250,000	Employee	\$5,685	\$4,796	2024
Bro And Tracy Animal Welfare Inc	NM	\$252,612	Vice President	\$21,120	\$22,195	2024
Second Leash On Life Inc	GA	\$249,445	Director	\$16,250	\$16,436	2023
The Animal Retreat Inc	ID	\$253,716	Executive Dir.	\$41,592	\$43,230	2024
Mutts & Meows Rescue	TX	\$248,506	Director, President	\$65,003	\$65,408	2023
Greyhounds In Motion Inc	FL	\$247,902	Import Specialist	\$48,000	\$44,058	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sarama Animal Rescue Inc	NJ	\$255,088	Board Member	\$13,000	\$11,341	2024
Spay Asap Inc	VT	\$246,452	President And Treasurer	\$130,897	\$128,729	2024
Troopers Treasures	TN	\$246,238	President	\$10,828	\$11,121	2024
Animal Rescue Of Fresno	CA	\$256,925	Member At Large	\$16,896	\$14,255	2024
Have-a-heart Humane Society	CA	\$245,478	President	\$16,315	\$13,765	2024
Feral Friends Community Cat Alliance	TX	\$245,383	President	\$50,000	\$50,312	2023
Gio Fund Corporation	NC	\$257,144	Secretary	\$13,563	\$13,693	2024
Little Bear Sanctuary	FL	\$245,123	Executive Officer	\$33,000	\$30,290	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 344 organizations. Compensation range \$1,358–\$171,953; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$251,254); for reference, expenses \$281,951 and assets \$469,037.

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

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	60 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	60 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 Mcfee) 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 344 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,310 is reasonable (approximately the 60th 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.