

# Pets Return Home

Executive Director / CEO

EIN 464090196

AZ · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Happe, Executive Director / CEO** (\$24,110) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Mark Happe — 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).

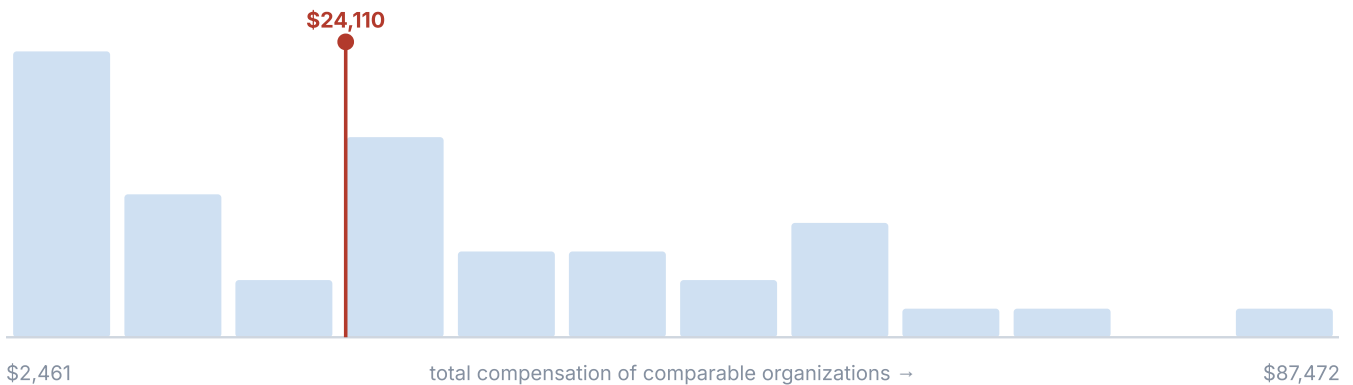
**BUDGET** Total revenue between \$55,421 and \$124,077 — 0.67x to 1.50x the subject's \$82,718 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**39** organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,650	\$9,835	\$26,936	\$42,052	\$54,507	\$24,110
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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 AZ 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="#">Animal Rescue And Care Fund Inc</a>	OR	\$84,424	President	\$58,000	<b>\$57,660</b>	2023
<a href="#">Community Partnership For Pets Inc</a>	NC	\$80,686	Founder/pres	\$50,000	<b>\$53,719</b>	2024
<a href="#">American Horse Protection Association Inc</a>	VA	\$80,085	Executive Director	\$72,000	<b>\$72,286</b>	2024
<a href="#">Happy Paws Mobile Vet Clinic Inc</a>	CO	\$86,062	Vice President	\$44,800	<b>\$44,667</b>	2024
<a href="#">Second Chance Rescue And Adoption Inc</a>	NJ	\$87,873	President	\$7,750	<b>\$7,408</b>	2023
<a href="#">Pawsitive Beings Rescue Inc</a>	FL	\$87,943	President	\$7,079	<b>\$6,915</b>	2024
<a href="#">Mayor's Alliance For Nyc's Animals Inc</a>	NY	\$88,630	President/chairman	\$15,700	<b>\$14,752</b>	2024
<a href="#">Ferret Association Of Connecticut Inc</a>	CT	\$76,748	Executive Director	\$21,578	<b>\$21,037</b>	2024
<a href="#">Companion Animal Foundation</a>	CA	\$74,045	E.d.	\$24,000	<b>\$21,549</b>	2024
<a href="#">Lagrange Troup County Humane Societ</a>	GA	\$73,286	Executive Di	\$2,354	<b>\$2,461</b>	2024
<a href="#">Contented Critters</a>	MN	\$92,288	Animal Rescue Director	\$36,540	<b>\$38,651</b>	2023
<a href="#">Sophie Kerrigan For The Love Of</a>	OH	\$92,564	Executive Di	\$25,000	<b>\$28,345</b>	2023
<a href="#">Paws For Life Inc</a>	MD	\$92,903	Secretary/treasurer	\$9,150	<b>\$8,895</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Animal Placement Agency Of The Windsors</a>	NJ	\$94,525	Manager	\$27,484	<b>\$26,269</b>	2023
<a href="#">Jessica's Haven And Rescue</a>	CA	\$95,823	Secretary/coo/director	\$51,840	<b>\$46,546</b>	2024
<a href="#">The Buddy Fund Inc</a>	NY	\$69,412	Director	\$8,300	<b>\$7,799</b>	2024
<a href="#">Pulaski County Humane Society</a>	MO	\$65,959	Shelter Manager	\$26,880	<b>\$30,478</b>	2023
<a href="#">Feline Rescue Network</a>	CO	\$99,540	Secretary	\$6,901	<b>\$6,881</b>	2024
<a href="#">Puddy Tat Protectors Inc</a>	TN	\$101,133	President	\$48,100	<b>\$52,572</b>	2024
<a href="#">Arm Sanctuary Inc</a>	FL	\$101,520	Vice Preside	\$13,200	<b>\$13,275</b>	2023
<a href="#">Valley Shore Animal Welfare League</a>	CT	\$103,295	Treasurer	\$3,044	<b>\$3,055</b>	2023
<a href="#">Country Roads Animal Rescue Society</a>	OK	\$103,547	Founder	\$5,000	<b>\$5,725</b>	2024
<a href="#">Francis Halbrook Hensley Animal Shelter</a>	TN	\$103,574	Shelter Director	\$25,635	<b>\$28,018</b>	2024
<a href="#">Humane Society Of Richland Wilkin Co</a>	ND	\$60,587	Vice President	\$42,966	<b>\$50,476</b>	2023
<a href="#">Pet Rescue Pilots</a>	CA	\$105,089	Executive Director	\$36,000	<b>\$33,278</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	39 organizations. Compensation range \$2,461–\$87,472; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$82,718); for reference, expenses \$88,980 and assets \$120,451.
ROLE MATCH	Mark Happe, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	44 <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 (Mark Happe) 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 39 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,110 is reasonable (approximately the 44<sup>th</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 9, 2026.