

Parker's Animal Rescue

Executive Director / CEO

EIN 474564762

CO · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Parker, Executive Director / CEO** (\$93,523) against **every comparable organization** that fit the selection criteria — **369** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

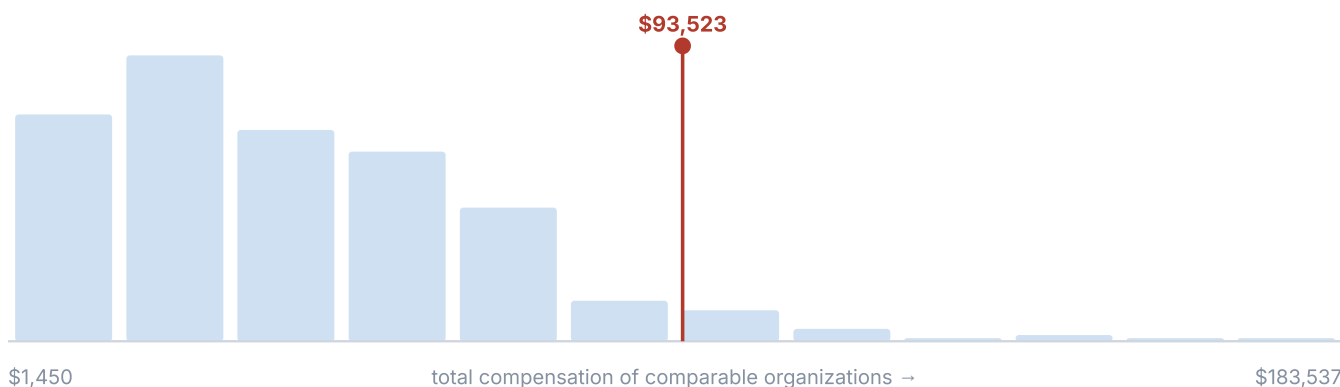
Benchmarked executive: Lisa Parker — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$184,981 and \$414,138 — 0.67x to 1.50x the subject's \$276,092 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

369 organizations qualified on sector, size, and geography → **369** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,265	\$19,751	\$37,037	\$57,160	\$74,727	\$93,523
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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 CO 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 Humane Assoc Of Star Valley	WY	\$275,987	Treasurer	\$6,377	\$7,331	2023
Pawsitively Cats Inc	AZ	\$276,307	Executive Di	\$50,350	\$50,499	2024
New Nodaway Humane Society	MO	\$276,922	Manager	\$52,353	\$57,828	2024
Zdr3	TX	\$275,245	Executive Director	\$136,358	\$142,250	2024
Raven Ridge Wildlife Center Inc	PA	\$277,779	President	\$34,280	\$35,651	2024
Ritchie County Humane Society	WV	\$278,329	Shelter Mana	\$21,247	\$23,992	2024
Healing With Horseplay Inc	MN	\$272,664	Chief Executive Officer And President	\$39,971	\$41,190	2024
Vegan World	CA	\$279,887	Secretary	\$16,965	\$15,278	2024
Allys Animal Rescue	CA	\$280,087	Ceo	\$10,523	\$9,476	2024
Paws-n-claws Iowa	IA	\$280,303	President	\$3,500	\$4,114	2023
Finding Forever Animal Rescue	IL	\$280,462	President	\$70,640	\$70,559	2025
Granite State Dog Recovery	NH	\$280,663	Director	\$50,000	\$49,570	2023
Demis Animal Rescue Inc	CO	\$271,323	President	\$3,600	\$3,600	2024
Small Lives Matter Kitten Rescue Inc	FL	\$281,247	President	\$65,000	\$63,681	2024
Furry Feet Rescue Inc	PA	\$281,333	President	\$37,600	\$39,104	2024
Save-a-mutt	WA	\$281,644	Executive Director	\$36,000	\$34,606	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peach County Animal Rescue And Rehabilitation	GA	\$270,222	Director	\$27,700	\$29,904	2023
Vivisection Investigation League	CT	\$270,128	President	\$24,000	\$24,161	2023
One Love Arizona	AZ	\$282,074	President	\$24,000	\$24,782	2023
Animal Services And Operations Support	GA	\$269,850	President	\$3,181	\$3,434	2023
Naia Trust	OR	\$269,835	Executive Di	\$80,000	\$77,479	2024
Fetching Tails Foundation	IL	\$283,442	Secretary	\$48,000	\$49,213	2024
New Hope Animal Rescue Nfp	TX	\$283,776	Pres & Exec Dir	\$24,600	\$25,663	2024
Emporia-greenville Humane Society	VA	\$284,237	Treasurer	\$7,600	\$7,653	2024
Humane Society Of South Brevard Inc	FL	\$284,819	President	\$20,308	\$20,484	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 369 organizations. Compensation range \$1,450–\$183,537; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$276,092); for reference, expenses \$281,050 and assets \$1,051,208.

ROLE MATCH Lisa Parker, reported title "*Executive Dir.*", 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	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	95 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 (Lisa Parker) 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 369 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,523 is reasonable (approximately the 95th 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.