

This analysis benchmarks the total compensation of **Aften Bell, Executive Director / CEO** (\$21,923) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Aften Bell — reported title “President and 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).

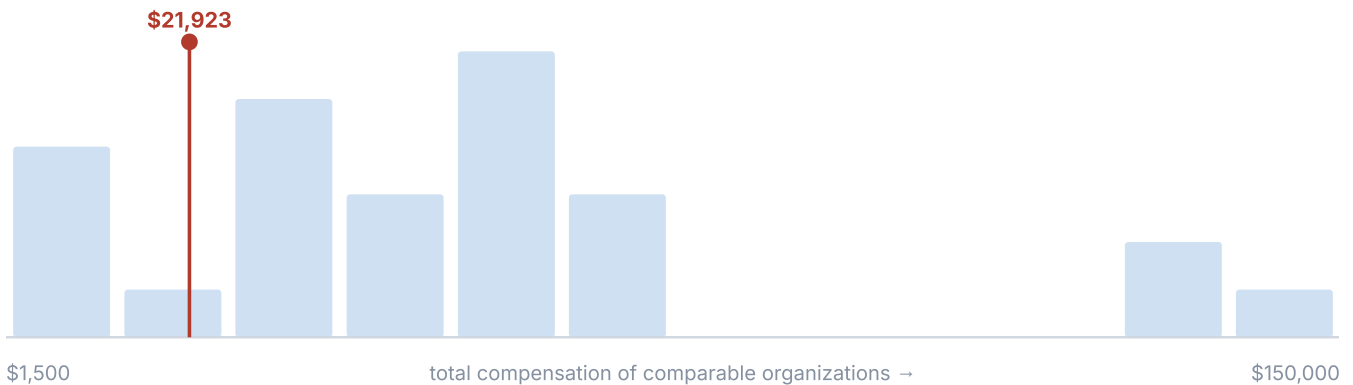
BUDGET Total revenue between \$269,900 and \$604,254 — 0.67x to 1.50x the subject's \$402,836 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20) + TX + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography

→ 25 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,006	\$33,924	\$45,064	\$63,317	\$105,878	\$21,923
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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 TX 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="#">Lifeline Of Galveston County</a>	TX	\$396,066	Executive Director & Board President	\$32,664	<b>\$32,664</b>	2024
<a href="#">Humane Society Of Wichita County</a>	TX	\$413,080	Executive Dir.	\$61,624	<b>\$61,624</b>	2024
<a href="#">Pearl's Place</a>	TX	\$390,772	Director	\$42,050	<b>\$42,050</b>	2024
<a href="#">The Therapet Animal Assisted</a>	TX	\$388,287	Executive Dir.	\$69,996	<b>\$69,996</b>	2024
<a href="#">Alamo Animal Encounters</a>	TX	\$421,016	President	\$59,500	<b>\$61,257</b>	2023
<a href="#">Noahs Ark Spcahumane Society</a>	TX	\$441,560	Executive Dir.	\$12,155	<b>\$12,514</b>	2023
<a href="#">Barrio Dogs Inc</a>	TX	\$445,165	President	\$64,668	<b>\$64,668</b>	2024
<a href="#">Peace 4 Animals</a>	TX	\$447,109	President &	\$150,000	<b>\$150,000</b>	2024
<a href="#">Helotes Humane Society</a>	TX	\$349,522	Executive Director	\$10,000	<b>\$10,000</b>	2024
<a href="#">Cane Rosso Rescue</a>	TX	\$347,548	Kennel Technician	\$60,000	<b>\$60,000</b>	2024
<a href="#">Second Chance Farm</a>	TX	\$338,118	President	\$36,000	<b>\$36,000</b>	2024
<a href="#">Animal Refuge Foundation</a>	TX	\$475,195	Secretary	\$37,520	<b>\$37,520</b>	2024
<a href="#">The Humane Society Of East Texas</a>	TX	\$479,258	Executive Di	\$1,500	<b>\$1,500</b>	2024
<a href="#">The Long Way Home Inc</a>	TX	\$316,953	Executive Director	\$61,500	<b>\$63,317</b>	2023
<a href="#">Center For Animal Research &amp;</a>	TX	\$491,943	Exec. Dir.	\$36,435	<b>\$36,435</b>	2024
<a href="#">The Pegasus Project Inc</a>	TX	\$501,762	President/ed	\$129,800	<b>\$129,800</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Laredo Animal Protective Society</a>	TX	\$508,826	Treasurer	\$60,000	<b>\$60,000</b>	2024
<a href="#">Midland Humane Coalition Inc</a>	TX	\$514,034	Executive Director	\$45,064	<b>\$45,064</b>	2024
<a href="#">Golden Beginnings Golden Retriever Rescue Inc</a>	TX	\$516,538	Board Member	\$6,865	<b>\$6,865</b>	2024
<a href="#">Second Chance SPCA</a>	TX	\$286,402	Director Of Operations	\$43,400	<b>\$44,682</b>	2023
<a href="#">New Hope Animal Rescue Nfp</a>	TX	\$283,776	Pres & Exec Dir	\$24,600	<b>\$24,600</b>	2024
<a href="#">Zdr3</a>	TX	\$275,245	Executive Director	\$136,358	<b>\$136,358</b>	2024
<a href="#">Collin County Humane Society</a>	TX	\$531,878	President & Ceo	\$63,880	<b>\$63,880</b>	2024
<a href="#">Bluebonnet Equine Humane Society</a>	TX	\$582,108	Executive Di	\$62,164	<b>\$62,164</b>	2024
<a href="#">Charming Pet Rescue Humane Society Inc</a>	TX	\$603,406	President	\$32,951	<b>\$33,924</b>	2023

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

## ● Sample, role match & sensitivity

**PEER COUNT** 25 organizations. Compensation range \$1,500–\$150,000; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$402,836); for reference, expenses \$424,806 and assets \$178,785.

<b>ROLE MATCH</b>	Aften Bell, reported title " <i>President and Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	3 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	16 <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 (Aften Bell) 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 25 similarly situated organizations (Same NTEE sector (D20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,923 is reasonable (approximately the 16<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.