

Wellington Humane Society Inc

Executive Director / CEO

EIN 481209251
 KS · NTEE D200
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jodie Hearlson, Executive Director / CEO** (\$48,600) against **every comparable organization** that fit the selection criteria — **411** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

Benchmarked executive: Jodie Hearlson — reported title “OPERATIONS D”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

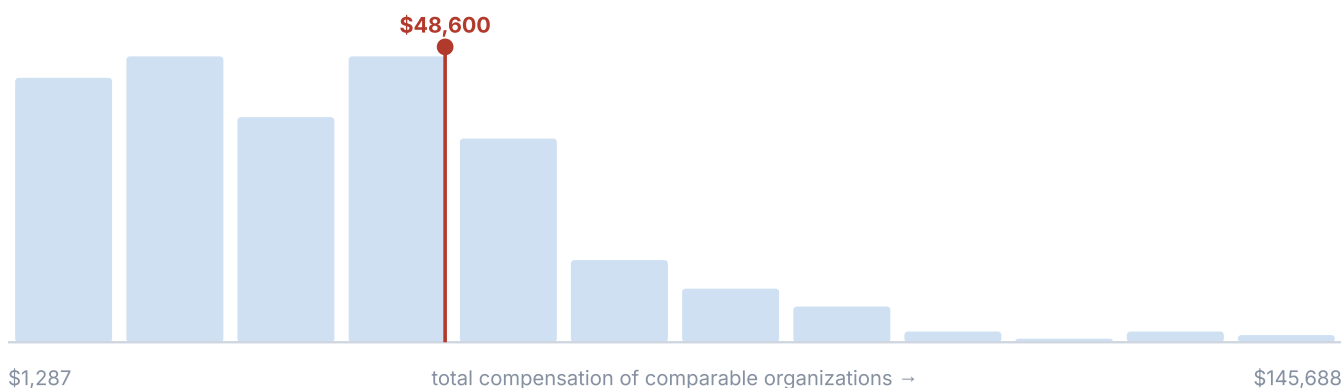
SECTOR Organizations sharing the subject's NTEE classification (D200).

BUDGET Total revenue between \$202,030 and \$452,307 — 0.67x to 1.50x the subject's \$301,538 (the band tightens as size grows).

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

411 organizations qualified on sector, size, and geography → **411** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,622

\$18,814

\$34,685

\$52,024

\$67,144

\$48,600



● 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 KS 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
Spay Montana	MT	\$301,153	Executive Director	\$50,000	\$51,363	2023
Langlade County Humane Society Inc	WI	\$301,068	Treasurer	\$1,366	\$1,287	2025
Puget Sound Goat Rescue And Adoption	WA	\$300,712	Executive Director	\$45,554	\$37,752	2024
Chicago French Bulldog Rescue Inc Nfp	IL	\$302,658	Director/president	\$30,000	\$28,107	2023
Crossroads Animal Shelter	MN	\$300,241	Director Of Operations	\$52,550	\$48,064	2024
Alliance For Humane Action (Aha)	IL	\$302,982	President	\$40,560	\$38,000	2023
Hillsborough County Pet	FL	\$303,119	Executive Director	\$77,308	\$65,491	2025
Spay Neuter Assistance Program Of North	NC	\$303,397	President	\$19,927	\$19,059	2024
Gsd Rescue Indy Inc	IN	\$299,479	President	\$11,450	\$11,177	2024
Showing Animals Respect & Kindness Inc	IL	\$298,523	Vp And Secretary	\$80,000	\$74,951	2023
Paws With Possibilities Pet Rescue	MO	\$298,281	President	\$17,654	\$17,308	2024
For The Love Of Primates	OH	\$304,798	Executive Director	\$20,000	\$19,608	2024
Josh And His Critters	CA	\$298,046	President	\$70,000	\$57,603	2023
Misplaced Mutts	NC	\$305,275	Executive Di	\$41,315	\$39,515	2024
Lamancha	PA	\$297,632	Director	\$60,000	\$55,385	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Almost Home Animal Rescue & Adoption Inc	NY	\$297,472	Shelter Manager/director	\$28,155	\$23,550	2024
Bark About It Rescue	PA	\$297,464	President	\$22,700	\$20,954	2024
Best Friends Animal Rescue	AK	\$297,024	President Founder	\$4,500	\$4,100	2023
Mccook Humane Society Inc	NE	\$306,770	Consultant	\$19,400	\$19,885	2023
United Friends Of Homeless Animals Inc	NY	\$306,784	Manager	\$12,707	\$10,942	2023
Cats Meow	WA	\$307,110	Executive Director	\$66,184	\$56,469	2023
Dharma Voices For Animals	CA	\$308,479	President	\$67,550	\$53,992	2024
Silicon Valley Pet Project	CA	\$308,572	Ceo	\$45,198	\$36,126	2024
Bird Ally X	CA	\$294,077	Director	\$10,000	\$8,229	2023
Marshall County Humane Society Inc	IN	\$294,054	Executive Director	\$56,788	\$57,070	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 411 organizations. Compensation range \$1,287–\$145,688; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$301,538); for reference, expenses \$396,156 and assets \$3,474,160.

ROLE MATCH Jodie Hearlson, reported title "*OPERATIONS D*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	71 st
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	70 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 (Jodie Hearlson) 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 411 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,600 is reasonable (approximately the 71st 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.