

# Pawsitive Perspectives

Executive Director / CEO

EIN 510593176

MN · NTEE P80

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Linda Ball, Executive Director / CEO** (\$73,399) against **every comparable organization** that fit the selection criteria — **204** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

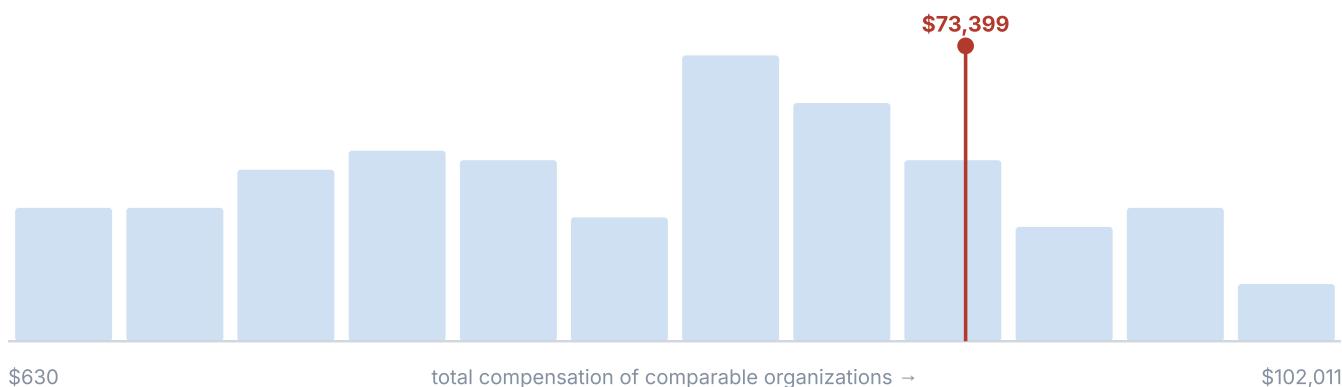
**Benchmarked executive:** Linda Ball — reported title “EXEC. DIR/SE”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$150,175 and \$336,213 — 0.67x to 1.50x the subject's \$224,142 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**204** organizations qualified on sector, size, and geography → **204** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,198	\$29,091	\$52,284	\$68,066	\$84,223	\$73,399
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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 MN 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="#">Girls Incorporated Foundation Trust</a>	NY	\$224,516	Executive Di	\$16,316	<b>\$15,316</b>	2024
<a href="#">After Military Service</a>	TX	\$223,677	Founder, President And Ceo	\$48,000	<b>\$51,351</b>	2023
<a href="#">Northern California Peoples Advocate</a>	CA	\$223,661	President	\$66,000	<b>\$60,951</b>	2023
<a href="#">Asi - Stillwater Inc</a>	MN	\$224,910	President/tr	\$68,006	<b>\$68,006</b>	2025
<a href="#">Sli Mclaughlin House Inc</a>	MA	\$223,334	President	\$30,225	<b>\$27,487</b>	2025
<a href="#">A Place To Belong</a>	MN	\$223,096	Executive Director	\$52,660	<b>\$55,650</b>	2023
<a href="#">Autism Health Insurance Project Inc</a>	CA	\$225,306	President/program Director	\$91,250	<b>\$84,270</b>	2023
<a href="#">Life Has No Boundaries Co</a>	IN	\$225,462	Executive Director	\$60,000	<b>\$67,671</b>	2023
<a href="#">Cook Inclusive Company</a>	CO	\$222,735	Founder/executive Director	\$39,385	<b>\$40,390</b>	2023
<a href="#">Specialized Equine Services And</a>	IL	\$225,579	Executive Director	\$21,700	<b>\$22,816</b>	2023
<a href="#">American Therapeutic Riding Center</a>	OK	\$225,730	Executive Director	\$62,400	<b>\$73,486</b>	2023
<a href="#">Wisconsibs Inc</a>	WI	\$222,412	Former Ed	\$73,478	<b>\$79,716</b>	2024
<a href="#">Greek Orthodox Housing Corporation</a>	CA	\$222,266	Chief Executive Officer	\$1,500	<b>\$1,346</b>	2024
<a href="#">Jeremiah's Crossing Inc</a>	WI	\$221,533	Exec. Dir./s	\$2,250	<b>\$2,513</b>	2023
<a href="#">Bethany Place Inc</a>	GA	\$221,413	President	\$24,000	<b>\$25,068</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Journey To Adult Success Inc</a>	WI	\$221,178	Executive Di	\$48,050	<b>\$52,129</b>	2024
<a href="#">Yokyworks Foundation</a>	WA	\$227,334	Secretary	\$11,925	<b>\$11,418</b>	2023
<a href="#">The No Woman No Girl Initiative</a>	NC	\$220,833	Executive Di	\$49,000	<b>\$54,148</b>	2023
<a href="#">Nami Geauga County</a>	OH	\$220,116	Exec Dir -Ex	\$58,096	<b>\$63,920</b>	2024
<a href="#">In His Light Inc</a>	OH	\$220,081	President	\$89,670	<b>\$101,574</b>	2023
<a href="#">Family Promise Of Cobb County</a>	GA	\$219,831	Executive Director	\$55,254	<b>\$59,418</b>	2023
<a href="#">The Home Program Inc</a>	NY	\$228,605	Executive Di	\$65,579	<b>\$61,559</b>	2024
<a href="#">Pawsitivity</a>	MN	\$218,770	Acting Secretary	\$31,400	<b>\$32,231</b>	2024
<a href="#">Asi Boise Inc</a>	MN	\$218,621	President/treasurer	\$68,006	<b>\$69,805</b>	2024
<a href="#">The Meeting Place One Inc</a>	NC	\$217,177	Executive Director	\$59,917	<b>\$66,212</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2025 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 MN 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** **204** organizations. Compensation range \$630–\$102,011; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$224,142); for reference, expenses \$313,939 and assets \$191,018. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Linda Ball, reported title "EXEC. DIR/SE", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 26 peers 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	75 <sup>th</sup>
All sources (D + E + F), adjusted	67 <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 (Linda Ball) 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 204 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,399 is reasonable (approximately the 79<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.