

Calvert Animal Welfare League Inc

Executive Director / CEO

EIN 521811151

MD · NTEE D200

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Anne Wheeley, Executive Director / CEO** (\$5,400) against **every comparable organization** that fit the selection criteria — **410** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

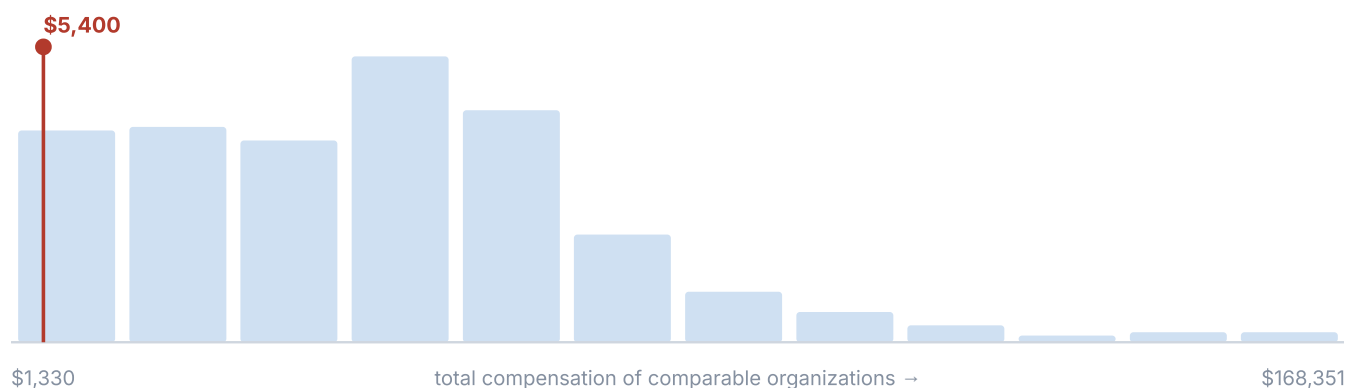
Benchmarked executive: Anne Wheeley — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D200).
BUDGET	Total revenue between \$259,505 and \$580,981 — 0.67x to 1.50x the subject's \$387,321 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

410 organizations qualified on sector, size, and geography → **410** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,018	\$25,011	\$46,160	\$64,185	\$82,880	\$5,400
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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 MD 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
Rory To The Rescue Inc	CA	\$387,425	Ceo	\$60,751	\$56,111	2024
Kitty Cottage Adoption Center Inc	PA	\$386,385	Director	\$3,770	\$4,021	2024
The Therapet Animal Assisted	TX	\$388,287	Executive Dir.	\$69,996	\$74,893	2024
Miami Animal Rescue Inc	FL	\$386,286	President	\$12,000	\$12,414	2023
No More Chasin Tails	VA	\$388,364	President	\$45,708	\$47,206	2024
Humane Society Of Noble County Inc	IN	\$386,131	Shelter Director	\$46,918	\$52,923	2024
Species Unite 23 Inc	NY	\$389,469	President	\$125,000	\$124,386	2023
Foxy And The Hounds	CA	\$384,779	President	\$102,500	\$94,671	2024
Colorado Springs All Breed Rescue	CO	\$390,375	Executive Di	\$28,500	\$29,231	2024
Pearl's Place	TX	\$390,772	Director	\$42,050	\$44,992	2024
Charlie's Angels Saving Animals Inc	TN	\$390,924	President	\$26,850	\$30,188	2024
Lucky 13 Rescue Inc	MO	\$383,450	Executive Dir	\$60,000	\$67,974	2024
Wee Companions	CA	\$391,299	President	\$71,438	\$65,982	2024
Crash's Landing	MI	\$391,648	1721 Graham Ct Nw Grand Rapids, Mi 49504	\$42,000	\$46,369	2024
Bobshouse 4dogs Inc	WI	\$382,618	Executive Dir.	\$46,654	\$53,656	2023
Dreamcatcher Ranch Horse Rescue Inc	FL	\$382,581	President	\$13,789	\$13,856	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rescue Riders Pet Transport	TN	\$382,226	President	\$2,625	\$2,951	2024
Caring For Cats Inc	MN	\$381,234	Executive Director	\$28,500	\$30,122	2024
Foreverland Farm	OH	\$380,726	Interim Board President	\$25,000	\$28,322	2024
Etowah Valley Humane Society Inc	GA	\$394,728	Executive Director	\$72,010	\$77,446	2024
Project Animalaid	CO	\$379,908	Executive Director	\$25,385	\$26,805	2023
Planned Pet-hood	TN	\$379,869	Executive Director	\$33,786	\$37,986	2024
Watching Over Whiskers	MO	\$395,235	President And Ceo	\$80,000	\$90,632	2024
Midwest Animal Resq	MO	\$395,358	President	\$95,000	\$107,625	2024
Free Animal Doctor Inc	CA	\$379,157	President	\$24,000	\$22,822	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 410 organizations. Compensation range \$1,330–\$168,351; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$387,321); for reference, expenses \$144,291 and assets \$1,205,215. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Anne Wheeley, reported title "*DIRECTOR*", 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	9 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	6 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 (Anne Wheeley) 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 10, 2026, comparing compensation against 410 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,400 is reasonable (approximately the 6th 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 10, 2026.