

Hummingbird Farm

Executive Director / CEO

EIN 562099676

NC · NTEE D32

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tera Thomas, Executive Director / CEO** (\$1,707) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Tera Thomas — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (D32).

BUDGET Total revenue between \$84,673 and \$189,567 — 0.67x to 1.50x the subject's \$126,378 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,942

\$10,677

\$27,366

\$42,738

\$65,337

\$1,707



■ 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 NC 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
Horses' Honor	CA	\$126,431	President	\$4,500	\$3,860	2024
Dawgs Fight Back Inc	NH	\$126,901	President / Treasurer / Se	\$19,000	\$17,429	2024
Creating Animal Respect Education	FL	\$127,227	President	\$12,757	\$11,906	2024
Delaware Society For The Prevention Of	DE	\$125,496	Executive Director	\$10,422	\$10,138	2024
The Theriogenology Foundation	RI	\$127,632	Former Executive Director	\$21,018	\$20,612	2023
Big Run Wolf Ranch	IL	\$125,012	Secretary	\$3,600	\$3,516	2024
Rescue Every Dog	WA	\$124,668	Executive Director	\$34,560	\$30,738	2024
The Morgan Horse Foundation Inc	KY	\$124,153	Executive Director	\$9,151	\$9,767	2024
Simmons & Associates Educational Fd Inc	CO	\$128,717	Trustee,treas	\$9,000	\$8,573	2024
Hibbing Animal Shelter Aka Precious Paws Humane Society	MN	\$128,881	Shelter Manager	\$18,120	\$17,786	2024
The Centralia Humane Society	IL	\$129,532	Secretary	\$26,071	\$24,806	2025
Aalas Foundation	TN	\$129,719	Executive Director	\$51,648	\$53,932	2024
Margarets Saving Grace Bully Rescue Inc	VA	\$122,054	Secretary	\$7,085	\$6,795	2024
Animal Rescue Front Inc	MA	\$131,104	Executive Director	\$58,600	\$53,857	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Animal Victory Disaster & Abuse Fund	NC	\$132,488	Executive Director	\$9,280	\$9,526	2024
Quail & Upland Game Alliance	IL	\$119,801	Regional Dir	\$27,500	\$27,651	2023
Healing Angels Organization	NC	\$119,668	Director	\$28,653	\$30,280	2023
Divine Canines	TX	\$133,127	Executive Director	\$62,877	\$62,483	2024
Humane Society Of Moab Valley	UT	\$133,487	Executive Di	\$58,044	\$59,016	2024
Therapy Dogs Of Santa Barbara Inc	CA	\$133,863	—	\$39,897	\$34,224	2024
Because Animals Matter	UT	\$134,071	Adoption Man	\$27,301	\$28,578	2023
Crawford County Humane Society	IL	\$134,467	President	\$30,380	\$29,671	2024
Canines For Disabled Kids Inc	MA	\$134,528	Executive Director	\$45,340	\$40,475	2024
Sewickley Hunt	PA	\$116,796	Huntsman	\$26,416	\$26,169	2024
Hummingbird Society	AZ	\$116,587	Ceo	\$36,025	\$34,418	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 138 organizations. Compensation range \$1,491–\$574,197; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$126,378); for reference, expenses \$94,395 and assets \$292,602.

ROLE MATCH	Tera Thomas, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	1 st

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 (Tera Thomas) 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 138 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,707 is reasonable (approximately the 1st 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.