

# National Walking Horse Association

Executive Director / CEO

EIN 562114680

PA · NTEE D03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Zachary Parsons, Executive Director / CEO** (\$2,100) against **every comparable organization** that fit the selection criteria — **442** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Zachary Parsons — 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 (D03).
BUDGET	Total revenue between \$145,032 and \$324,700 — 0.67x to 1.50x the subject's \$216,467 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

**442** organizations qualified on sector, size, and geography → **442** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,889	\$18,474	\$33,933	\$55,559	\$75,506	\$2,100
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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 PA 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="#">Nowzad Dogs Nfp</a>	TX	\$216,388	President	\$55,254	<b>\$55,425</b>	2024
<a href="#">Southern Hope Animal Rescue &amp; Education</a>	NC	\$216,858	President	\$16,800	<b>\$17,407</b>	2024
<a href="#">Stealing Hearts Rescue Inc</a>	AZ	\$217,211	President	\$32,885	<b>\$32,650</b>	2023
<a href="#">Wisconsin Big Cat Rescue Education Center Inc</a>	WI	\$215,665	Treasurer	\$8,663	<b>\$9,341</b>	2023
<a href="#">Pax Fauna</a>	CO	\$217,386	Board Member At Large	\$53,709	<b>\$51,643</b>	2024
<a href="#">Diggity Dogs Services Dogs Inc</a>	MA	\$217,457	President/treasurer/clerk	\$122,699	<b>\$110,565</b>	2024
<a href="#">Human-animal Alliance Inc</a>	FL	\$217,629	Exec Director; Treasurer & Secretary	\$80,000	<b>\$77,588</b>	2023
<a href="#">Foundation For North American Wild</a>	MT	\$215,222	Executive Di	\$25,002	<b>\$27,823</b>	2023
<a href="#">Northern New Mexico Street Homeless</a>	NM	\$217,766	Executive Di	\$58,920	<b>\$65,424</b>	2023
<a href="#">Second Chance For Homeless Pets</a>	UT	\$215,040	Executive Director	\$45,100	<b>\$46,287</b>	2024
<a href="#">Great Pyrenees Rescue Society Inc</a>	TX	\$214,729	Director	\$33,000	<b>\$34,080</b>	2023
<a href="#">Sea Turtle Recovery Inc</a>	NJ	\$214,432	Co-executive Officer	\$47,600	<b>\$42,617</b>	2024
<a href="#">A Just World</a>	WA	\$218,534	Org. Strategist	\$58,224	<b>\$52,273</b>	2024
<a href="#">Merritt Island Wildlife</a>	FL	\$214,153	Executive Di	\$1,609	<b>\$1,516</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fishamerica Foundation</a>	VA	\$213,944	President	\$50,208	<b>\$48,613</b>	2024
<a href="#">Tillamook Animal Shelter Inc</a>	OR	\$219,140	814 Nestucca Ave.	\$38,786	<b>\$37,186</b>	2023
<a href="#">Dusty Tails Animal Rescue</a>	SC	\$219,241	President	\$11,869	<b>\$12,096</b>	2025
<a href="#">James L West Presbyterian</a>	TX	\$213,560	Ceo	\$30,063	<b>\$31,047</b>	2023
<a href="#">Coastal Pet Rescue Inc</a>	GA	\$219,522	Executive Dir.	\$25,961	<b>\$26,949</b>	2023
<a href="#">Beagle Rescue Inc</a>	CA	\$219,695	Secretary/treasurer	\$43,700	<b>\$38,958</b>	2023
<a href="#">Wildlife Restoration Foundation</a>	VA	\$219,834	President And Board Member	\$41,760	<b>\$40,433</b>	2024
<a href="#">All Creatures Loving Care Inc</a>	FL	\$212,804	President	\$1,000	<b>\$942</b>	2024
<a href="#">Sea Biscuit Wildlife Shelter Inc</a>	NC	\$220,169	Executive Director	\$12,000	<b>\$12,113</b>	2025
<a href="#">Mountain Top Wildlife</a>	WA	\$220,300	President	\$22,600	<b>\$20,290</b>	2024
<a href="#">Nmdog Inc</a>	NM	\$212,517	President	\$19,900	<b>\$21,463</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **442** organizations. Compensation range \$640–\$579,609; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$216,467); for reference, expenses \$213,518 and assets \$88,705.
ROLE MATCH	Zachary Parsons, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Zachary Parsons) 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 442 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,100 is reasonable (approximately the 2<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.