



● 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 FL 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 |
|--|-------|-----------|------------------------------|-----------------|-----------------|------|
| All About Elephantsinc | FL | \$285,172 | Director | \$8,050 | \$7,819 | 2024 |
| Small Lives Matter Kitten Rescue Inc | FL | \$281,247 | President | \$65,000 | \$63,135 | 2024 |
| Hillsborough County Pet | FL | \$303,119 | Executive Director | \$77,308 | \$73,154 | 2025 |
| Jefferson County Humane Society Inc | FL | \$264,281 | President | \$41,600 | \$40,407 | 2024 |
| Animal Rescue Fund Inc | FL | \$262,916 | President | \$73,154 | \$69,224 | 2025 |
| Greyhounds In Motion Inc | FL | \$247,902 | Import Specialist | \$48,000 | \$46,623 | 2024 |
| Little Bear Sanctuary | FL | \$245,123 | Executive Officer | \$33,000 | \$32,053 | 2024 |
| Guayabo Animal Rescue Fdn Inc | FL | \$325,962 | Executive Di | \$48,000 | \$46,623 | 2024 |
| The Wright Ranch Rescue Inc | FL | \$239,553 | President | \$19,200 | \$18,649 | 2024 |
| Wags & Whiskers Pet Rescue Inc | FL | \$333,600 | President | \$28,400 | \$27,585 | 2024 |
| Blooper Animal Rescue & Transport Incorporated | FL | \$233,145 | Executive Director | \$29,966 | \$29,106 | 2024 |
| Delmar Farm Es Inc | FL | \$231,557 | President/executive Director | \$88,300 | \$88,300 | 2023 |
| South West Florida Horse Rescue Inc | FL | \$231,421 | Director | \$13,475 | \$13,475 | 2023 |
| Epic Outreach Inc | FL | \$222,482 | Director | \$44,400 | \$43,126 | 2024 |
| Humane Society Of Lake County Inc | FL | \$347,950 | Executive Dir. | \$50,390 | \$48,944 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------|-----------------|-----------------|------|
| Nalas New Life Rescue Inc | FL | \$350,560 | Executive Dir. | \$33,600 | \$33,600 | 2023 |
| Animal Shelter Of St Lucie County | FL | \$353,501 | President | \$44,775 | \$44,775 | 2023 |
| St Francis Pet Care Inc | FL | \$354,167 | President | \$43,254 | \$43,254 | 2023 |
| Puppy Hill Farm Animal Rescue Inc | FL | \$202,073 | Executive Director | \$46,827 | \$45,484 | 2024 |
| Panama City Beach | FL | \$201,772 | President | \$15,457 | \$15,014 | 2024 |
| Remarkable Resques Inc | FL | \$372,550 | Vice President | \$39,000 | \$37,881 | 2024 |
| Dreamcatcher Ranch Horse Rescue Inc | FL | \$382,581 | President | \$13,789 | \$13,393 | 2024 |
| Miami Animal Rescue Inc | FL | \$386,286 | President | \$12,000 | \$12,000 | 2023 |
| Florida Urgent Rescue | FL | \$401,223 | Executive Director | \$36,000 | \$36,000 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2023 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 FL 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 | 24 organizations. Compensation range \$7,819–\$88,300; filing years 2023–2025. |
| SIZE BASIS | Matched on total revenue (\$284,819); for reference, expenses \$258,514 and assets \$813,033. |
| ROLE MATCH | Nancy Silver, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |

OUTLIERS 1 peer 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 | 25 th |
| Total compensation (D + F), as reported (no adjustments) | 25 th |
| Reportable pay only (column D), adjusted | 29 th |
| All sources (D + E + F), adjusted | 25 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 (Nancy Silver) 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 24 similarly situated organizations (Same NTEE sector (D20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,308 is reasonable (approximately the 25th 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.