

Farm Animal Care Coalition Of Tn

Executive Director / CEO

EIN 800587227
 TN · NTEE D20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Julie A Giles, Executive Director / CEO** (\$55,125) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 92nd percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Julie A Giles — reported title “Secretary”, 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 (D20).
BUDGET	Total revenue between \$76,379 and \$170,998 — 0.67x to 1.50x the subject's \$113,999 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,520	\$9,288	\$25,046	\$35,747	\$52,880	\$55,125
---------	---------	----------	----------	----------	----------



■ 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 TN 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
Whippet Health Foundation Inc	MA	\$114,173	Director	\$5,081	\$4,219	2024
Kitticcino Charities	OH	\$114,311	Chief Executive Officer	\$34,782	\$35,047	2023
Voice For The Animals	CA	\$116,536	Founder And Executive Director	\$27,000	\$21,544	2024
Rescue K9-1-1 Inc	AL	\$111,394	President	\$12,000	\$11,980	2024
Seniors Pet Assistance Network	TX	\$110,496	Executive Director	\$33,337	\$30,815	2024
Chance Shelter	AZ	\$108,815	President &	\$10,800	\$9,598	2024
Harry A Bisantz Memorial Center	CA	\$108,711	President	\$30,000	\$23,937	2024
Baby Kitten Rescue	CA	\$108,397	Director, Ce	\$12,000	\$9,575	2024
Quail & Upland Game Alliance	IL	\$119,801	Regional Dir	\$27,500	\$25,720	2023
Leaders For Ethics Animals & The	CA	\$106,134	Secretary &	\$100,000	\$77,735	2025
Margarets Saving Grace Bully Rescue Inc	VA	\$122,054	Secretary	\$7,085	\$6,322	2024
Pet Rescue Pilots	CA	\$105,089	Executive Director	\$36,000	\$29,574	2023
Francis Halbrook Hensley Animal Shelter	TN	\$103,574	Shelter Director	\$25,635	\$24,900	2024
Country Roads Animal Rescue Society	OK	\$103,547	Founder	\$5,000	\$5,088	2024
Rescue Every Dog	WA	\$124,668	Executive Director	\$34,560	\$28,592	2024
Valley Shore Animal Welfare League	CT	\$103,295	Treasurer	\$3,044	\$2,715	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Delaware Society For The Prevention Of Horses' Honor	DE	\$125,496	Executive Director	\$10,422	\$9,430	2024
Arm Sanctuary Inc	FL	\$101,520	Vice Preside	\$13,200	\$11,797	2023
Puddy Tat Protectors Inc	TN	\$101,133	President	\$48,100	\$46,720	2024
Dawgs Fight Back Inc	NH	\$126,901	President / Treasurer / Se	\$19,000	\$16,212	2024
Feline Rescue Network	CO	\$99,540	Secretary	\$6,901	\$6,115	2024
Hibbing Animal Shelter Aka Precious Paws Humane Society	MN	\$128,881	Shelter Manager	\$18,120	\$16,545	2024
The Centralia Humane Society	IL	\$129,532	Secretary	\$26,071	\$23,074	2025
Animal Rescue Front Inc	MA	\$131,104	Executive Director	\$58,600	\$50,097	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	72 organizations. Compensation range \$1,387–\$534,109; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$113,999); for reference, expenses \$92,495 and assets \$502,855.
ROLE MATCH	Julie A Giles, reported title " <i>Secretary</i> ", 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	2 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	92 nd
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	90 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 (Julie A Giles) 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 72 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,125 is reasonable (approximately the 92nd 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.