

Horses And Humans

Executive Director / CEO

EIN 810650878
OH · NTEE D05
FY ending 2024-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Pebbles Turbeville, Executive Director / CEO** (\$87,500) against **every comparable organization** that fit the selection criteria — **629** 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: Pebbles Turbeville — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D05).
BUDGET	Total revenue between \$322,698 and \$722,460 — 0.67x to 1.50x the subject's \$481,640 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

629 organizations qualified on sector, size, and geography → **629** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,943	\$26,588	\$46,002	\$63,448	\$80,637	\$87,500
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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 OH 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
Progressive Animal Welfare Society	OH	\$481,137	Op. Man. Non	\$28,288	\$28,288	2024
Mustang Heritage Foundation	TN	\$483,027	Interim Executive Director	\$88,747	\$88,075	2024
Denkai Animal Sanctuary	CO	\$480,162	President	\$34,747	\$32,386	2023
Lukuru Wildlife Research Foundation	OH	\$483,545	President	\$60,000	\$60,000	2024
The Humane Society Of East Texas	TX	\$479,258	Executive Di	\$1,500	\$1,417	2024
Blue Ocean Society For	NH	\$484,162	Executive Director	\$78,096	\$68,084	2024
Marion County Humane Society	WV	\$484,308	Shelter Director	\$38,547	\$38,389	2025
The Ferndale Cat Shelter	MI	\$484,446	Executive Di	\$48,836	\$47,592	2024
Phx Cat Cafe	AZ	\$478,659	Ceo	\$35,772	\$32,481	2024
Martha's Vineyard Shellfish Group Inc	MA	\$484,958	Director	\$91,367	\$79,808	2023
Save A Life Pet Rescue Inc	FL	\$478,316	President	\$28,800	\$25,544	2024
Minnesota-wisconsin Chapter Foundation	MN	\$484,981	Executive Director	\$60,000	\$57,629	2023
The Rescue Village Foundation	OH	\$478,016	Executive Director	\$9,385	\$9,662	2023
The Santa Barbara Bird Sanctuary	CA	\$478,007	Treasurer	\$36,000	\$30,217	2023
Primates Peru	CA	\$485,879	Executive Director	\$128,154	\$104,481	2024
Camp Companion Inc	MN	\$477,029	Executive Dir.	\$53,669	\$51,548	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Resale To The Rescue Inc	IN	\$486,437	President	\$16,408	\$16,820	2023
Seacrest Wolf Preserve	FL	\$476,665	President	\$62,400	\$55,346	2024
Cozy Cat Cottage Adoption Center	OH	\$486,692	Executive Di	\$51,950	\$53,484	2023
Almost Home Animal Rescue League	MI	\$476,413	President	\$55,900	\$56,085	2023
New England Equine Rescue - North Inc	MA	\$487,105	President	\$52,091	\$44,196	2024
Alive Rescue Nfp	IL	\$487,183	President	\$63,846	\$61,013	2023
Apex Protection Project	CA	\$487,387	Corrsp Sec	\$63,237	\$53,078	2023
Sunny Skys Animal Rescue And Hospital	WA	\$475,506	President	\$27,942	\$23,619	2024
Native Animal Rescue	CA	\$475,420	Executive Dir.	\$60,000	\$50,361	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 629 organizations. Compensation range \$122–\$328,870; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$481,640); for reference, expenses \$419,912 and assets \$920,150.

ROLE MATCH Pebbles Turbeville, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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)	89 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	89 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 (Pebbles Turbeville) 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 13, 2026, comparing compensation against 629 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,500 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 13, 2026.