

Finding Forever Animal Rescue

Executive Director / CEO

EIN 813404635

IL · NTEE D20

FY ending 2025-01-31

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Baird, Executive Director / CEO** (\$70,640) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Rebecca Baird — 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 (D20).

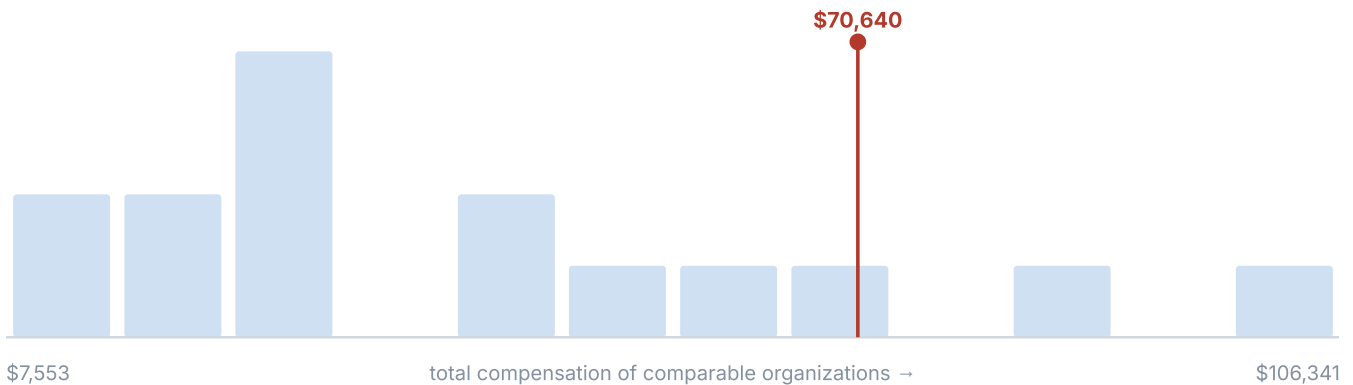
BUDGET Total revenue between \$187,909 and \$420,693 — 0.67x to 1.50x the subject's \$280,462 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20) + IL + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,060	\$21,721	\$31,703	\$54,403	\$77,624	\$70,640
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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 IL 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
Fetching Tails Foundation	IL	\$283,442	Secretary	\$48,000	\$49,270	2024
Showing Animals Respect & Kindness Inc	IL	\$298,523	Vp And Secretary	\$80,000	\$84,542	2023
Chicago French Bulldog Rescue Inc Nfp	IL	\$302,658	Director/president	\$30,000	\$31,703	2023
Alliance For Humane Action (Aha)	IL	\$302,982	President	\$40,560	\$42,863	2023
Humane Society Of Southern Illinoisppca Inc	IL	\$314,265	Shelter Manager	\$23,970	\$24,604	2024
Kamins Farm Sanctuary	IL	\$319,817	Executive Di	\$58,000	\$59,535	2024
Hooved Animal Rescue & Protection Society	IL	\$331,630	President	\$63,635	\$67,248	2023
Animals First Aid Nfp	IL	\$211,091	President	\$7,358	\$7,553	2024
Assisi Animal Foundation	IL	\$351,325	Executive Dir.	\$30,000	\$30,000	2025
Glory Bound Rescue Ranch	IL	\$195,165	President	\$12,403	\$12,731	2024
Paws And Claws Rescue Inc	IL	\$375,174	Cat Care Manager	\$45,000	\$47,555	2023
Determined To Rise Animal Foundation	IL	\$410,735	Executive Director	\$18,000	\$19,022	2023
Roscoe Animal Retreat	IL	\$412,847	Secretary	\$23,107	\$24,419	2023
Illinois Valley Animal Rescue	IL	\$414,708	Executive Dir.	\$15,640	\$16,054	2024
Trio Animal Foundation	IL	\$419,671	President/di	\$103,600	\$106,341	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	15 organizations. Compensation range \$7,553–\$106,341; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$280,462); for reference, expenses \$300,031 and assets \$354,893.
ROLE MATCH	Rebecca Baird, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	87 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 (Rebecca Baird) 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 15 similarly situated organizations (Same NTEE sector (D20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,640 is reasonable (approximately the 87th 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.