

For Hanks Sake

Executive Director / CEO

EIN 823739863

KY · NTEE D20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tammi Jo Regan, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **255** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Tammi Jo Regan — 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 \$130,458 and \$292,071 — 0.67x to 1.50x the subject's \$194,714 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

255 organizations qualified on sector, size, and geography → **255** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,357

total compensation of comparable organizations →

\$522,561

\$6,715

\$15,000

\$28,104

\$43,902

\$60,526

\$8,000



■ 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 KY 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
Catalyst Council Inc	MD	\$195,070	Executive Director	\$182,842	\$159,108	2023
Glory Bound Rescue Ranch	IL	\$195,165	President	\$12,403	\$11,024	2024
Give Me Shelter Cat Rescue	CA	\$195,795	Executive Director	\$36,000	\$28,104	2024
Hope Lives Here	TX	\$196,111	President	\$43,219	\$39,085	2024
Karma Cat & Zen Dog Rescue Society	NJ	\$192,364	Executive Director	\$17,800	\$14,792	2023
Angels Helping Animals Worldwide Inc	MA	\$191,679	President	\$35,850	\$29,125	2024
Northern Colorado Friends Of Ferals	CO	\$197,819	President	\$26,500	\$22,973	2024
International Veterinary Outreach	CA	\$198,080	Board Chair Chief Program Officer	\$42,500	\$34,159	2023
Barbara Grannan Carie Feline	IN	\$198,214	President	\$23,500	\$22,405	2024
Animal Welfare Coalition Of Northeastern New Mexico	NM	\$198,544	Office Assistant	\$21,558	\$20,963	2024
Southern Paws Inc	NJ	\$190,639	Executive Director	\$12,000	\$9,687	2024
Brighter Days Dog Rescue	CO	\$190,413	Director	\$76,498	\$66,316	2024
Grayhound Angels Rescue &	NJ	\$190,070	Director	\$20,800	\$17,286	2023
Lucky Day Animal Rescue Of Colorado	CO	\$189,244	President	\$60,000	\$52,014	2024
Kentucky Horse Council Inc	KY	\$188,605	Executive Director	\$66,519	\$64,611	2024
Meals On Wheels For Helena West Helena Dogs	AR	\$188,149	President	\$18,000	\$18,832	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pawsitive Alliance	WA	\$201,555	Executive Director	\$32,227	\$26,856	2023
Panama City Beach	FL	\$201,772	President	\$15,457	\$13,128	2024
Puppy Hill Farm Animal Rescue Inc	FL	\$202,073	Executive Director	\$46,827	\$39,771	2024
Equine Rescue League Foundation Inc	VA	\$202,094	Vice President	\$11,700	\$10,515	2023
Pitiful Paws Rescue Inc	WV	\$187,257	Executive Director	\$4,675	\$4,576	2024
Shots For Spays	CA	\$202,340	Chief Medical Officer	\$4,400	\$3,347	2025
Pawsibilities Animal Rescue	PA	\$186,093	Director	\$14,700	\$13,253	2024
The Pet Fund	CA	\$204,014	Executive Director	\$30,000	\$23,420	2024
Voters For Animal Rights Inc	NY	\$204,080	Director	\$4,640	\$4,062	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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	255 organizations. Compensation range \$1,357–\$522,561; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$194,714); for reference, expenses \$200,214 and assets \$1,574.
ROLE MATCH	Tammi Jo Regan, 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 8 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	12 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	12 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 (Tammi Jo Regan) 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 255 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 is reasonable (approximately the 12th 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.