

Wild Welfare Us

Executive Director / CEO

EIN 873213544

TX · NTEE D02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Whittaker, Executive Director / CEO** (\$49,000) against **every comparable organization** that fit the selection criteria — **632** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

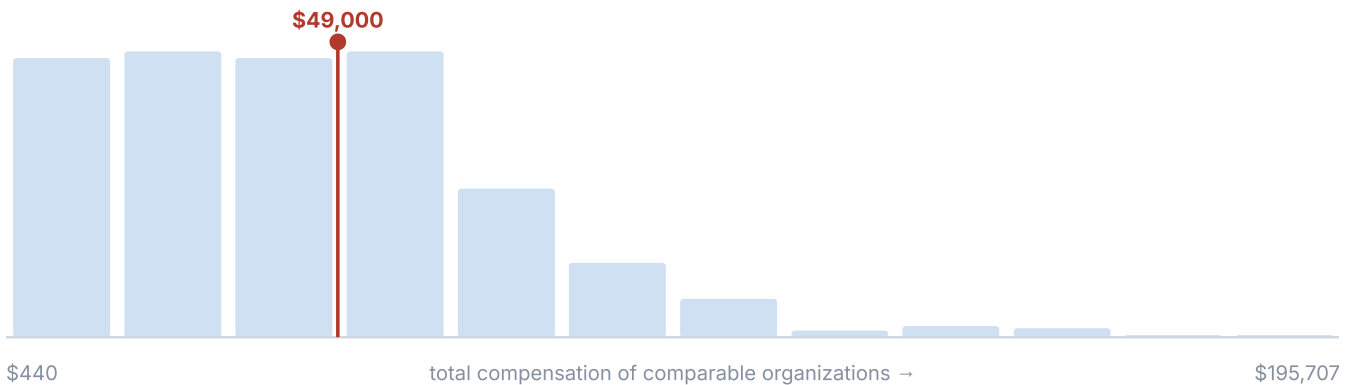
Benchmarked executive: Margaret Whittaker — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D02).
BUDGET	Total revenue between \$229,878 and \$514,653 — 0.67x to 1.50x the subject's \$343,102 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

632 organizations qualified on sector, size, and geography → **632** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,023	\$21,400	\$41,959	\$60,994	\$81,800	\$49,000
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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 TX 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
Homeless To Home Cat Sanctuary	OH	\$343,305	President	\$22,932	\$24,998	2023
Oswego County Humane Society Inc	NY	\$342,786	Executive Di	\$50,865	\$45,949	2024
Animal Friends Connection Humane	CA	\$344,128	Director	\$51,224	\$44,218	2024
Crooked Tail Cat Rescue	NC	\$342,013	President	\$47,966	\$49,546	2024
Carson City Cares Inc	NV	\$344,255	President	\$15,400	\$15,888	2023
Marion County Humane Society	IA	\$344,707	President	\$25,636	\$28,061	2024
Crossroads Veterinary Clinic Pc	MN	\$339,843	Director Of Operations	\$22,750	\$23,136	2023
Committed Alliance To Strays Inc	OR	\$338,821	Executive Director	\$39,520	\$37,772	2023
Down The Stretch Ranch	WA	\$338,727	Executive Director	\$72,573	\$66,874	2023
Cane Rosso Rescue	TX	\$347,548	Kennel Technician	\$60,000	\$60,000	2024
Humane Society Of Lake County Inc	FL	\$347,950	Executive Dir.	\$50,390	\$47,323	2024
Second Chance Farm	TX	\$338,118	President	\$36,000	\$36,000	2024
Free Flight	CA	\$337,862	Executive Dir.	\$25,184	\$21,740	2024
Prattvilleautauga Humane Shelter	AL	\$337,825	Executive Director	\$27,663	\$29,876	2024
Humane Action Pittsburgh	PA	\$348,539	Exec. Dir. &	\$52,000	\$53,371	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ayres Memorial Animal Shelter Inc	NY	\$337,638	Treasurer	\$2,400	\$2,232	2023
Humane Society Serving Crawford	OH	\$337,579	Shelter Dire	\$52,888	\$57,653	2023
Ruff House Rescue Inc	NY	\$337,422	President	\$117,300	\$105,962	2024
Fosters & Paws	CA	\$348,916	Pres/exec Di	\$60,000	\$51,794	2024
Standardbred Transition Alliance	OH	\$349,045	Administrator	\$83,454	\$90,973	2023
Dog Orphans Inc	MA	\$336,929	Manager	\$66,662	\$59,885	2024
Homeless Pets Foundation Inc	GA	\$349,283	President & Ceo	\$2,000	\$2,010	2024
Helotes Humane Society	TX	\$349,522	Executive Director	\$10,000	\$10,000	2024
Turkeys For Tomorrow	AL	\$349,674	Chief Operat	\$12,500	\$13,899	2023
The Cloud Foundation	CO	\$336,342	Executive Director	\$71,444	\$68,485	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	632 organizations. Compensation range \$440–\$195,707; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$343,102); for reference, expenses \$258,624 and assets \$212,277.
ROLE MATCH	Margaret Whittaker, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	59 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	57 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 (Margaret Whittaker) 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 632 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,000 is reasonable (approximately the 59th 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.