PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Zdr3

Executive Director / CEO

EIN **874230887**
TX · NTEE D20
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Julia Wilder, Executive Director / CEO** ($136,358) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 100th percentile of comparable organizations

above the 90th percentile — board review recommended

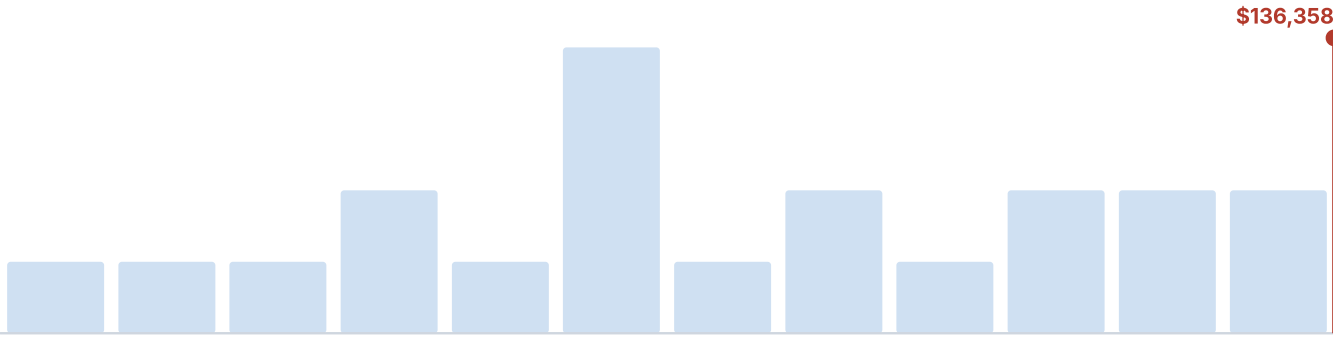
> **Benchmarked executive:** Julia Wilder — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between $184,414 and $412,867 — 0.67× to 1.50× the subject's $275,245 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20) + TX + budget 0.67–1.5× revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



$4,000 — total compensation of comparable organizations → — $69,996

$17,679	$25,706	$39,025	$54,920	$63,678	$136,358

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
New Hope Animal Rescue Nfp	TX	$283,776	Pres & Exec Dir	$24,600	**$24,600**	2024
Second Chance Spca	TX	$286,402	Director Of Operations	$43,400	**$44,682**	2023
Humane Society Of Young County Inc	TX	$260,815	Shelter Dir.	$25,326	**$26,074**	2023
Simple Sparrow	TX	$252,007	Founder	$18,000	**$18,532**	2023
Mutts & Meows Rescue	TX	$248,506	Director, President	$65,003	**$66,923**	2023
Feral Friends Community Cat Alliance	TX	$245,383	President	$50,000	**$51,477**	2023
The Long Way Home Inc	TX	$316,953	Executive Director	$61,500	**$63,317**	2023
Longview Paws	TX	$229,420	Executive Di	$54,808	**$54,808**	2024
Etosha Rescue & Adoption Center	TX	$228,766	Director/president	$4,000	**$4,000**	2024
Canyon Lake Animal Shelter Society	TX	$226,982	Shelter Manager	$35,350	**$34,439**	2025
Nowzad Dogs Nfp	TX	$216,388	President	$55,254	**$55,254**	2024
Great Pyrenees Rescue Society Inc	TX	$214,729	Director	$33,000	**$33,975**	2023
Second Chance Farm	TX	$338,118	President	$36,000	**$36,000**	2024
Cane Rosso Rescue	TX	$347,548	Kennel Technician	$60,000	**$60,000**	2024
Helotes Humane Society	TX	$349,522	Executive Director	$10,000	**$10,000**	2024
Hope Lives Here	TX	$196,111	President	$43,219	**$43,219**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Therapet Animal Assisted	TX	$388,287	Executive Dir.	$69,996	**$69,996**	2024
Pearl's Place	TX	$390,772	Director	$42,050	**$42,050**	2024
Lifeline Of Galveston County	TX	$396,066	Executive Director & Board President	$32,664	**$32,664**	2024
Love Pit	TX	$402,836	President And Executive Director	$21,923	**$21,923**	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	**20** organizations. Compensation range $4,000–$69,996; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($275,245); for reference, expenses $228,703 and assets $191,463.
ROLE MATCH	Julia Wilder, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	**100th**
Total compensation (D + F), as reported (no adjustments)	**100th**
Reportable pay only (column D), adjusted	**100th**

BASIS	SUBJECT PERCENTILE
All sources (D + E + F), adjusted	**100th**

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 (Julia Wilder) 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 20 similarly situated organizations (Same NTEE sector (D20) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $136,358 is reasonable (approximately the 100th 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.