

# Indigo Rescue Inc

Executive Director / CEO

EIN 931253858

OR · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heather Hines, Executive Director / CEO** (\$69,018) against **every comparable organization** that fit the selection criteria — **412** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

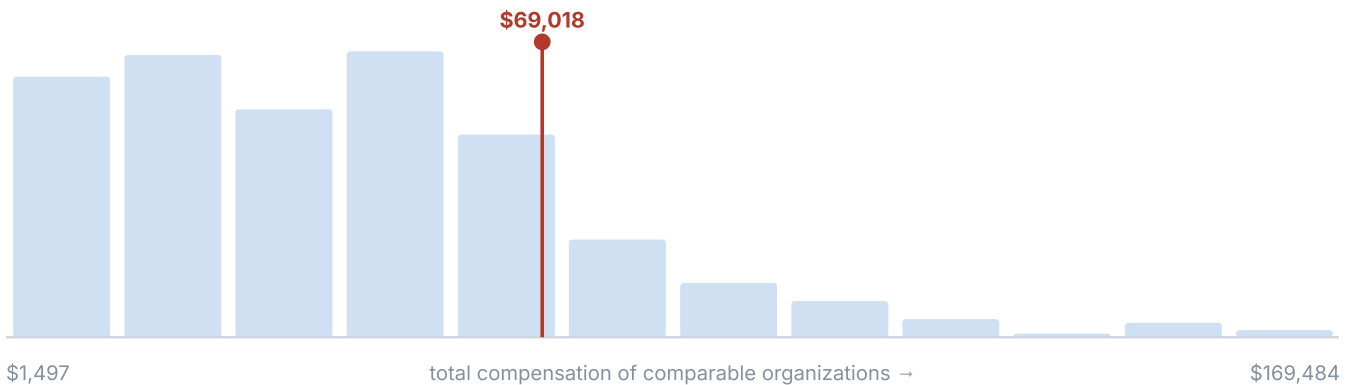
**Benchmarked executive:** Heather Hines — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$212,107 and \$474,867 — 0.67x to 1.50x the subject's \$316,578 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**412** organizations qualified on sector, size, and geography → **412** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,596	\$22,385	\$41,931	\$62,190	\$81,270	\$69,018
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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 OR 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
<a href="#">The Long Way Home Inc</a>	TX	\$316,953	Executive Director	\$61,500	<b>\$68,203</b>	2023
<a href="#">A New Chance Animal Rescue Inc</a>	NY	\$318,086	President	\$65,000	<b>\$63,248</b>	2024
<a href="#">Thurston County Humane Society</a>	WA	\$318,563	Executive Director	\$68,863	<b>\$66,390</b>	2024
<a href="#">Fur-angel Foundation</a>	HI	\$318,660	President	\$27,000	<b>\$26,800</b>	2023
<a href="#">Humane Society Of Southern Illinoispca Inc</a>	IL	\$314,265	Shelter Manager	\$23,970	<b>\$25,376</b>	2024
<a href="#">Aruba Flight Volunteers Inc</a>	NY	\$319,071	President	\$49,980	<b>\$50,069</b>	2023
<a href="#">Sullivan County Humane Society</a>	NH	\$313,933	Vice President	\$4,628	<b>\$4,602</b>	2024
<a href="#">The Nancy A Shaw Foundation Inc</a>	GA	\$319,572	Executive Di	\$35,000	<b>\$39,015</b>	2023
<a href="#">Here Today Adopted Tomorrow Animal</a>	MA	\$313,379	Director	\$2,725	<b>\$2,637</b>	2024
<a href="#">Kamins Farm Sanctuary</a>	IL	\$319,817	Executive Di	\$58,000	<b>\$61,401</b>	2024
<a href="#">My Pit Bull Is Family</a>	MN	\$319,945	Executive Director	\$53,830	<b>\$58,968</b>	2023
<a href="#">A Forever-home Rescue Foundation Inc</a>	VA	\$312,657	President	\$60,000	<b>\$64,226</b>	2023
<a href="#">Happy Tails Rescue Foundation</a>	MN	\$312,524	Director	\$51,750	<b>\$55,063</b>	2024
<a href="#">Breeder Release Adoption Service</a>	CO	\$320,681	Director	\$14,400	<b>\$15,307</b>	2023
<a href="#">Friends Of Normie Rescue</a>	CA	\$321,126	Managing Dir.	\$2,885	<b>\$2,683</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wwwpilotsnpawsorg Inc</a>	SC	\$321,196	Executive Director	\$146,540	<b>\$169,484</b>	2023
<a href="#">Releash Atlanta Inc</a>	GA	\$311,821	Operations Manager	\$13,526	<b>\$14,645</b>	2024
<a href="#">Pet Assistance League Store</a>	CO	\$322,134	Executive Dir.	\$34,570	<b>\$35,695</b>	2024
<a href="#">Russell Rescue Inc</a>	TN	\$310,926	President	\$22,998	<b>\$26,031</b>	2024
<a href="#">Pet Assistance Foundation</a>	CA	\$323,505	Director	\$16,187	<b>\$15,051</b>	2024
<a href="#">Canines With A Cause</a>	UT	\$309,181	Executive Di	\$84,984	<b>\$96,428</b>	2023
<a href="#">Silicon Valley Pet Project</a>	CA	\$308,572	Ceo	\$45,198	<b>\$42,027</b>	2024
<a href="#">Dharma Voices For Animals</a>	CA	\$308,479	President	\$67,550	<b>\$62,811</b>	2024
<a href="#">Jay County Humane Society Inc</a>	IN	\$325,350	Consultant/director	\$33,846	<b>\$38,435</b>	2024
<a href="#">Guayabo Animal Rescue Fdn Inc</a>	FL	\$325,962	Executive Di	\$48,000	<b>\$48,557</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 412 organizations. Compensation range \$1,497–\$169,484; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$316,578); for reference, expenses \$262,688 and assets \$943,002.

**ROLE MATCH** Heather Hines, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	81 <sup>st</sup>

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 (Heather Hines) 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 412 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,018 is reasonable (approximately the 82<sup>nd</sup> 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.