

New York State Veterinary Medical

Executive Director / CEO

EIN 150398686
 NY · NTEE D034
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tim Atkinson, Executive Director / CEO** (\$13,411) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Tim Atkinson — 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 (D034).

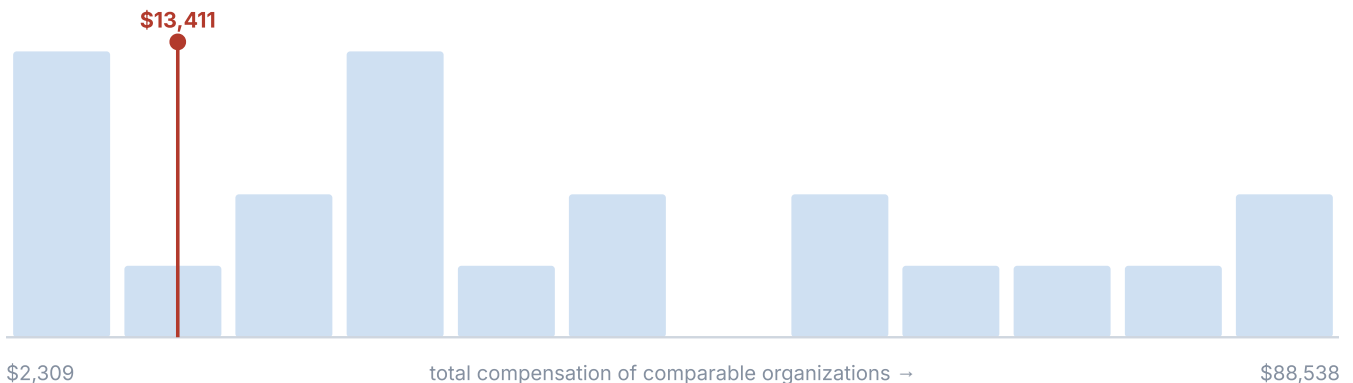
BUDGET Total revenue between \$29,079 and \$65,103 — 0.67x to 1.50x the subject's \$43,402 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,138	\$21,981	\$28,894	\$56,301	\$78,010	\$13,411
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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 NY 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
Pawsitive Action Foundation Inc	SC	\$44,304	Treasurer	\$2,000	\$2,309	2024
Savage River Farms Inc	MD	\$42,302	Director	\$63,983	\$66,198	2024
The Puppy Up Foundation	TN	\$42,122	President/director	\$3,221	\$3,747	2024
Unexpected Wildlife Refuge Inc	NJ	\$45,473	Manager	\$23,400	\$23,121	2024
Panda Paws Rescue	WA	\$41,319	Director	\$75,000	\$72,394	2025
Friends Of Sunny Florida Animals Inc	FL	\$47,346	P,sec,tr	\$25,000	\$25,990	2024
Hearts Speak Inc	NY	\$48,082	Executive Dir.	\$28,000	\$28,000	2024
Minnesota Federated Humane Societies	MN	\$38,543	Executive Director	\$78,000	\$87,812	2023
Lake Superior Steelhead Association	MN	\$48,274	Secretary/gambling Mgr	\$83,110	\$88,538	2025
Paws Of Franklin County Texas	TX	\$48,783	Acting Executive Director	\$31,250	\$34,594	2024
Michigan Animal Health Foundation	MI	\$37,794	Executive Director (Ended 3/24)	\$13,341	\$15,239	2024
Jackson County Conservation League	MN	\$49,235	Gambling Manager	\$7,000	\$7,654	2024
Fringe Benefits Thrift Store Inc	WI	\$36,594	President	\$25,000	\$28,894	2024
San Joaquin Zoological Society	CA	\$35,894	Executive Director	\$45,372	\$42,239	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hairy Houdini Siberian Husky Rescue	MI	\$55,030	President	\$18,692	\$21,981	2023
Fort Bragg Groundfish Conservation Trust	CA	\$55,638	Cfo	\$30,000	\$28,668	2024
Scottsdale Equestrian Academy Inc	AZ	\$56,905	President	\$35,000	\$38,351	2023
Mayport Cats Inc	FL	\$29,730	Director	\$4,800	\$5,138	2023
Siamese Cat Rescue Center	VA	\$57,172	Exec Directo	\$54,085	\$56,301	2025
The Wild Neighbors Database Project	CA	\$57,281	Treasurer	\$79,293	\$78,010	2023
Humane Society Of Richland Wilkin Co	ND	\$60,587	Vice President	\$42,966	\$53,721	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	21 organizations. Compensation range \$2,309–\$88,538; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$43,402); for reference, expenses \$29,409 and assets \$72,976.
ROLE MATCH	Tim Atkinson, reported title " <i>EXECUTIVE DIRECTOR</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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	19 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Tim Atkinson) 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 21 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,411 is reasonable (approximately the 19th 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.