

Animal Protection League Of New Jersey

Executive Director / CEO

EIN 222849700
 NJ · NTEE D012
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Angela Metler, Executive Director / CEO** (\$32,016) 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 **14th** percentile of comparable organizations below the typical range for comparable organizations

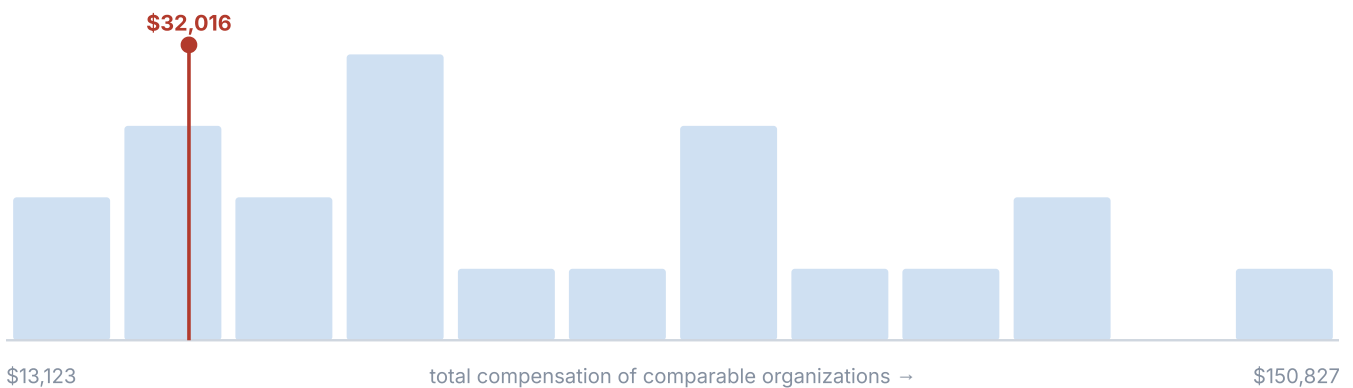
Benchmarked executive: Angela Metler — reported title "TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (D012).
- BUDGET** Total revenue between \$179,277 and \$401,367 — 0.67x to 1.50x the subject's \$267,578 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (D01), 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



\$26,316	\$42,120	\$56,068	\$89,072	\$118,911	\$32,016
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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 NJ 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
Indiana Wildlife Federation	IN	\$270,263	Executive Director	\$75,413	\$89,072	2023
Southern States Bully Rescue Inc	FL	\$271,042	President	\$25,750	\$26,316	2024
It Takes A Village Rescue	NC	\$274,160	President	\$76,500	\$85,992	2024
Scientists Center For Animal Welfare	OR	\$276,502	Executive Director	\$86,670	\$87,560	2024
Colorado Wildlife Federation Inc	CO	\$284,460	Executive Director	\$71,667	\$74,760	2024
Indy Neighborhood Cats Inc	IN	\$245,759	Executive Director	\$14,201	\$16,773	2023
Stop Animal Exploitation Now	OH	\$291,300	Executive Director	\$35,506	\$42,120	2023
A Time 4 Paws Inc	TN	\$298,003	President	\$40,000	\$45,740	2024
The Raven Corps	OR	\$304,023	Chair/exec Dir	\$114,325	\$118,911	2023
The International Wildlife Rehabilitation Council	OR	\$305,911	Executive Director	\$53,906	\$56,068	2023
Bounce Animal Rescue	CO	\$310,747	Executive Director	\$60,823	\$63,448	2024
Predator Defense	OR	\$313,611	Executive Director	\$145,010	\$150,827	2023
Dusty Tails Animal Rescue	SC	\$219,241	President	\$11,869	\$13,123	2025
Pax Fauna	CO	\$217,386	Board Member At Large	\$53,709	\$56,027	2024
A Hope Inc	FL	\$318,886	Presidentceo	\$32,714	\$33,433	2024
Triangle Vegfest Inc	NC	\$209,509	Executive Director	\$30,744	\$35,579	2023
Louisiana Wildlife Federation	LA	\$325,758	Executive Director	\$85,785	\$105,798	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Save Animals Facing Extinction	WA	\$203,797	Vice President & Treasurer	\$96,000	\$93,504	2024
International Institute For Animal Law Inc	IL	\$191,470	Director	\$114,000	\$121,925	2024
Companion Animal Medical Project	OR	\$384,445	Founderexecutive Director	\$54,344	\$54,902	2024
Angel Paws	UT	\$386,459	President	\$44,500	\$49,547	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 \$13,123–\$150,827; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$267,578); for reference, expenses \$209,631 and assets \$476,072.

ROLE MATCH Angela Metler, reported title "*TRUSTEE*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	14th
Total compensation (D + F), as reported (no adjustments)	19th
Reportable pay only (column D), adjusted	14th

All sources (D + E + F), adjusted

14th

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 (Angela Metler) 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 sector (D01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,016 is reasonable (approximately the 14th 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.