

# Vermont Companion Animal Neutering Inc

Executive Director / CEO

EIN 261415269

VT · NTEE D20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pamela Krausz, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **385** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

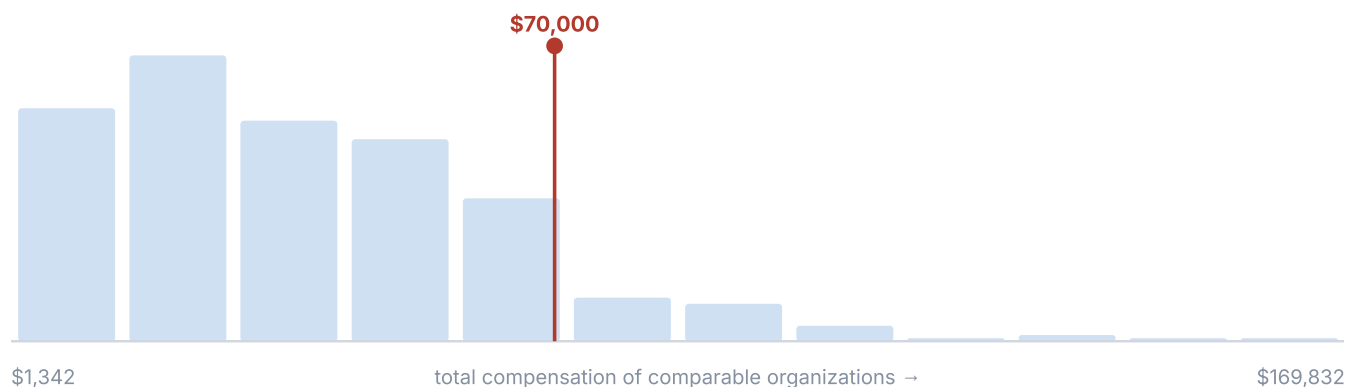
**Benchmarked executive:** Pamela Krausz — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$192,217 and \$430,338 — 0.67x to 1.50x the subject's \$286,892 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**385** organizations qualified on sector, size, and geography → **385** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,857	\$18,954	\$35,274	\$53,052	\$69,483	\$70,000
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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 VT 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="#">Twin Cities Pet Rescue</a>	MN	\$286,893	Executive Director	\$32,000	<b>\$30,513</b>	2024
<a href="#">4 Paws On Deck Inc</a>	CT	\$286,699	President	\$52,258	<b>\$48,680</b>	2023
<a href="#">Woof Gang Rescue Inc</a>	WI	\$287,325	Exec Dir/pre	\$35,000	<b>\$35,274</b>	2024
<a href="#">Second Chance Spca</a>	TX	\$286,402	Director Of Operations	\$43,400	<b>\$43,132</b>	2023
<a href="#">Barking Lot</a>	CA	\$286,118	Director	\$15,000	<b>\$12,869</b>	2023
<a href="#">East Coast Canine Rescue Inc</a>	CT	\$288,106	President	\$18,000	<b>\$16,768</b>	2023
<a href="#">Pigs Peace Sanctuary</a>	WA	\$285,356	President	\$28,800	<b>\$24,883</b>	2024
<a href="#">Ollies Angels Animal Rescue Inc</a>	NY	\$285,326	Founder/president	\$43,295	<b>\$38,869</b>	2023
<a href="#">Laramie Peak Humane Society</a>	WY	\$288,502	Executive Director	\$52,539	<b>\$52,892</b>	2025
<a href="#">All About Elephantsinc</a>	FL	\$285,172	Director	\$8,050	<b>\$7,298</b>	2024
<a href="#">Humane Society Of South Brevard Inc</a>	FL	\$284,819	President	\$20,308	<b>\$18,954</b>	2023
<a href="#">Emporia-greensville Humane Society</a>	VA	\$284,237	Treasurer	\$7,600	<b>\$7,081</b>	2024
<a href="#">New Hope Animal Rescue Nfp</a>	TX	\$283,776	Pres & Exec Dir	\$24,600	<b>\$23,747</b>	2024
<a href="#">Fetching Tails Foundation</a>	IL	\$283,442	Secretary	\$48,000	<b>\$45,539</b>	2024
<a href="#">Second Chance Ranch</a>	WA	\$291,056	President	\$8,585	<b>\$7,418</b>	2024
<a href="#">One Love Arizona</a>	AZ	\$282,074	President	\$24,000	<b>\$22,932</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kitty Angel Rescue Inc</a>	GA	\$291,735	Director	\$55,000	<b>\$54,943</b>	2023
<a href="#">Kitkat Playroom Inc</a>	NJ	\$291,928	Executive Director	\$11,000	<b>\$9,477</b>	2024
<a href="#">Save-a-mutt</a>	WA	\$281,644	Executive Director	\$36,000	<b>\$32,022</b>	2023
<a href="#">Mesabi Humane Society</a>	MN	\$292,449	Executive Director	\$24,700	<b>\$23,552</b>	2024
<a href="#">Furry Feet Rescue Inc</a>	PA	\$281,333	President	\$37,600	<b>\$36,184</b>	2024
<a href="#">Small Lives Matter Kitten Rescue Inc</a>	FL	\$281,247	President	\$65,000	<b>\$58,926</b>	2024
<a href="#">Tried By Fire Inc</a>	NC	\$292,938	Executive Director	\$21,735	<b>\$22,312</b>	2023
<a href="#">Granite State Dog Recovery</a>	NH	\$280,663	Director	\$50,000	<b>\$45,869</b>	2023
<a href="#">Finding Forever Animal Rescue</a>	IL	\$280,462	President	\$70,640	<b>\$65,290</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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** 385 organizations. Compensation range \$1,342–\$169,832; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$286,892); for reference, expenses \$303,526 and assets \$120,565.

**ROLE MATCH** Pamela Krausz, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 7 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	90 <sup>th</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 (Pamela Krausz) 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 385 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 90<sup>th</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.