

# Tenth Life Cat Rescue

Executive Director / CEO

EIN 264014748  
 MO · NTEE O20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Megan Fogliano, Executive Director / CEO** (\$65,600) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

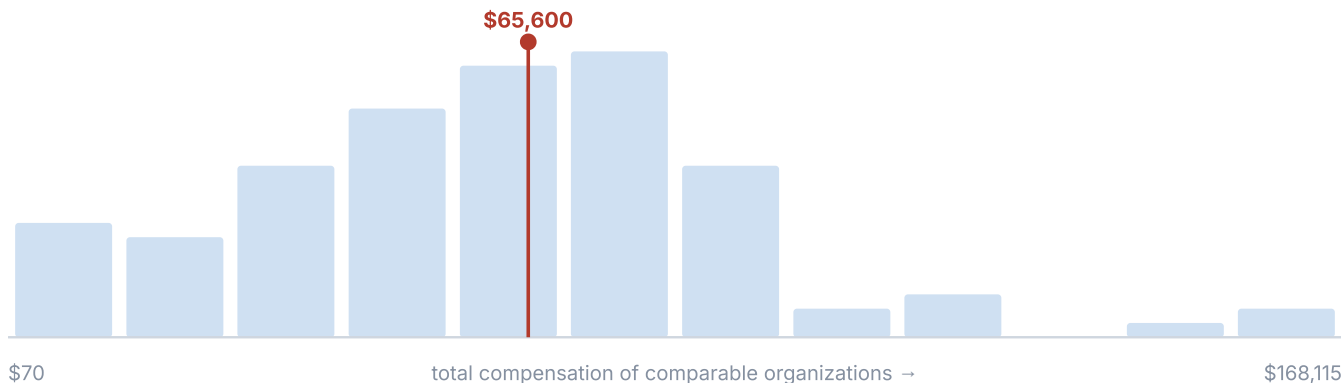
**Benchmarked executive:** Megan Fogliano — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20).
BUDGET	Total revenue between \$300,562 and \$672,900 — 0.67x to 1.50x the subject's \$448,600 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,272	\$40,017	\$60,989	\$78,349	\$95,537	\$65,600
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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 MO 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="#">Choices Inc</a>	MA	\$448,576	President	\$46,164	<b>\$40,324</b>	2023
<a href="#">Positive Attitude Youth Center Inc</a>	NC	\$446,069	Executive Di	\$70,000	<b>\$68,289</b>	2024
<a href="#">Cleveland Police Athletic League</a>	OH	\$452,059	Executive Di	\$38,700	<b>\$38,700</b>	2024
<a href="#">Pack Away Hunger Inc</a>	IN	\$452,957	Executive Di	\$32,333	<b>\$32,193</b>	2024
<a href="#">North End Youth Center Inc</a>	IL	\$443,510	President	\$99,213	<b>\$92,091</b>	2024
<a href="#">Akeley Regional Community Center</a>	MN	\$455,371	Executive Dir.	\$67,057	<b>\$64,407</b>	2023
<a href="#">Carmel Youth Center Inc</a>	CA	\$441,773	Executive Dir	\$87,432	<b>\$71,281</b>	2024
<a href="#">Axis Teen Centers</a>	OH	\$457,230	Executive Director	\$80,000	<b>\$80,000</b>	2024
<a href="#">Ontario Youth Sports Inc</a>	OH	\$458,198	Executive Di	\$74,000	<b>\$74,000</b>	2024
<a href="#">Principles First Inc</a>	TX	\$458,215	Executive Director/preside	\$63,876	<b>\$60,327</b>	2024
<a href="#">Fore La Kids Inc</a>	CA	\$438,407	Founder	\$18,750	<b>\$15,286</b>	2024
<a href="#">Aslan Inc</a>	NJ	\$460,653	Ceo	\$73,180	<b>\$63,511</b>	2023
<a href="#">Enid SPCA</a>	OK	\$430,887	Executive Di	\$22,880	<b>\$23,787</b>	2024
<a href="#">The Biddy Mason Charitable Foundation</a>	CA	\$467,721	Ceo & President	\$90,000	<b>\$73,375</b>	2024
<a href="#">Jacob's Ladder Inc</a>	VA	\$427,326	Executive Director	\$78,074	<b>\$71,174</b>	2024
<a href="#">Neighborhood House Community Center</a>	WI	\$427,308	Executive Di	\$55,521	<b>\$56,363</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">North Jefferson Junior Baseball Assoc</a>	CO	\$426,498	Scheduler	\$12,915	<b>\$12,037</b>	2023
<a href="#">Westminster At Wade Inc</a>	WV	\$425,679	Director	\$33,840	<b>\$34,594</b>	2024
<a href="#">Davis Forest School</a>	CA	\$425,661	Director	\$48,872	<b>\$39,844</b>	2024
<a href="#">Team New England Youth Academy Inc</a>	MA	\$474,704	President	\$42,500	<b>\$37,123</b>	2023
<a href="#">Yachats Youth &amp; Family</a>	OR	\$422,414	Executive Di	\$67,129	<b>\$58,858</b>	2024
<a href="#">The Healing Word Counseling Center</a>	TN	\$418,766	Administrator/counselor	\$27,000	<b>\$26,796</b>	2024
<a href="#">Southwest Indiana Powerhouse Inc</a>	IN	\$418,746	Executive Di	\$96,000	<b>\$95,584</b>	2024
<a href="#">Wadena County Humane Society</a>	MN	\$415,057	Director Of	\$65,000	<b>\$62,431</b>	2023
<a href="#">Shemilah Outreach Center</a>	IL	\$414,000	Executive Director	\$74,000	<b>\$70,717</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	<b>102</b> organizations. Compensation range \$70–\$168,115; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$448,600); for reference, expenses \$451,038 and assets \$329,784.
ROLE MATCH	Megan Fogliano, 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.

**OUTLIERS** 3 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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	57 <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 (Megan Fogliano) 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 102 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,600 is reasonable (approximately the 57<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.