

Twin Cities Pet Rescue

Executive Director / CEO

EIN 270162063
 MN · NTEE D20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Katie Rodrique, Executive Director / CEO** (\$32,000) 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 **44th** percentile of comparable organizations within the typical range

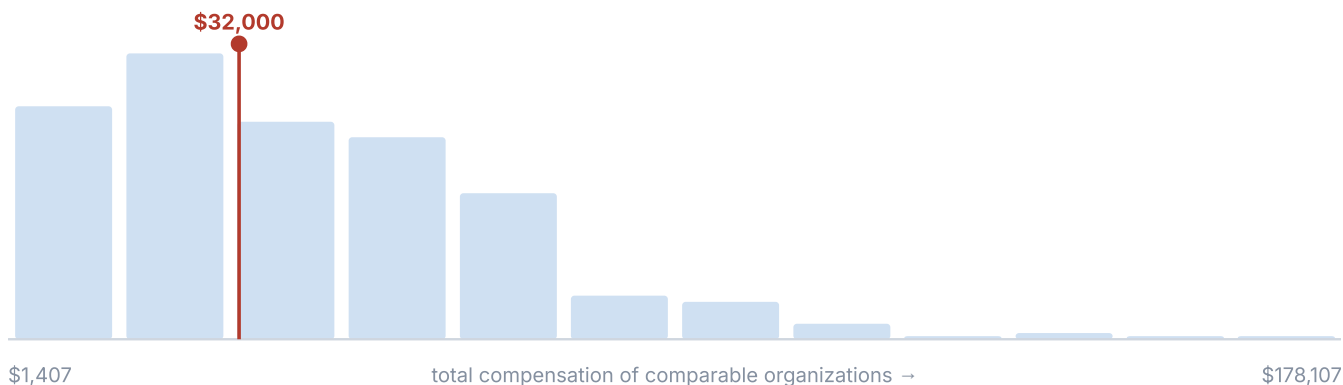
Benchmarked executive: Katie Rodrique — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$192,218 and \$430,339 — 0.67x to 1.50x the subject's \$286,893 (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



\$9,288	\$19,878	\$37,078	\$55,936	\$73,326	\$32,000
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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 MN 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
Vermont Companion Animal Neutering Inc	VT	\$286,892	President	\$70,000	\$73,411	2023
4 Paws On Deck Inc	CT	\$286,699	President	\$52,258	\$51,052	2023
Woof Gang Rescue Inc	WI	\$287,325	Exec Dir/pre	\$35,000	\$36,992	2024
Second Chance Spca	TX	\$286,402	Director Of Operations	\$43,400	\$45,234	2023
Barking Lot	CA	\$286,118	Director	\$15,000	\$13,495	2023
East Coast Canine Rescue Inc	CT	\$288,106	President	\$18,000	\$17,585	2023
Pigs Peace Sanctuary	WA	\$285,356	President	\$28,800	\$26,095	2024
Ollies Angels Animal Rescue Inc	NY	\$285,326	Founder/president	\$43,295	\$40,763	2023
Laramie Peak Humane Society	WY	\$288,502	Executive Director	\$52,539	\$55,469	2025
All About Elephantsinc	FL	\$285,172	Director	\$8,050	\$7,653	2024
Humane Society Of South Brevard Inc	FL	\$284,819	President	\$20,308	\$19,878	2023
Emporia-greensville Humane Society	VA	\$284,237	Treasurer	\$7,600	\$7,426	2024
New Hope Animal Rescue Nfp	TX	\$283,776	Pres & Exec Dir	\$24,600	\$24,904	2024
Fetching Tails Foundation	IL	\$283,442	Secretary	\$48,000	\$47,757	2024
Second Chance Ranch	WA	\$291,056	President	\$8,585	\$7,779	2024
One Love Arizona	AZ	\$282,074	President	\$24,000	\$24,049	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kitty Angel Rescue Inc	GA	\$291,735	Director	\$55,000	\$57,620	2023
Kitkat Playroom Inc	NJ	\$291,928	Executive Director	\$11,000	\$9,939	2024
Save-a-mutt	WA	\$281,644	Executive Director	\$36,000	\$33,582	2023
Mesabi Humane Society	MN	\$292,449	Executive Director	\$24,700	\$24,700	2024
Furry Feet Rescue Inc	PA	\$281,333	President	\$37,600	\$37,947	2024
Small Lives Matter Kitten Rescue Inc	FL	\$281,247	President	\$65,000	\$61,797	2024
Tried By Fire Inc	NC	\$292,938	Executive Director	\$21,735	\$23,400	2023
Granite State Dog Recovery	NH	\$280,663	Director	\$50,000	\$48,104	2023
Finding Forever Animal Rescue	IL	\$280,462	President	\$70,640	\$68,471	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	385 organizations. Compensation range \$1,407–\$178,107; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$286,893); for reference, expenses \$270,195 and assets \$113,532.
ROLE MATCH	Katie Rodrique, reported title <i>"EXECUTIVE DIRECTOR"</i> , 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	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	44 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 (Katie Rodrique) 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 \$32,000 is reasonable (approximately the 44th 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.