

Pets For Patriots Inc

Executive Director / CEO

EIN 271082210

NY · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Beth Zimmerman, Executive Director / CEO** (\$134,382) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

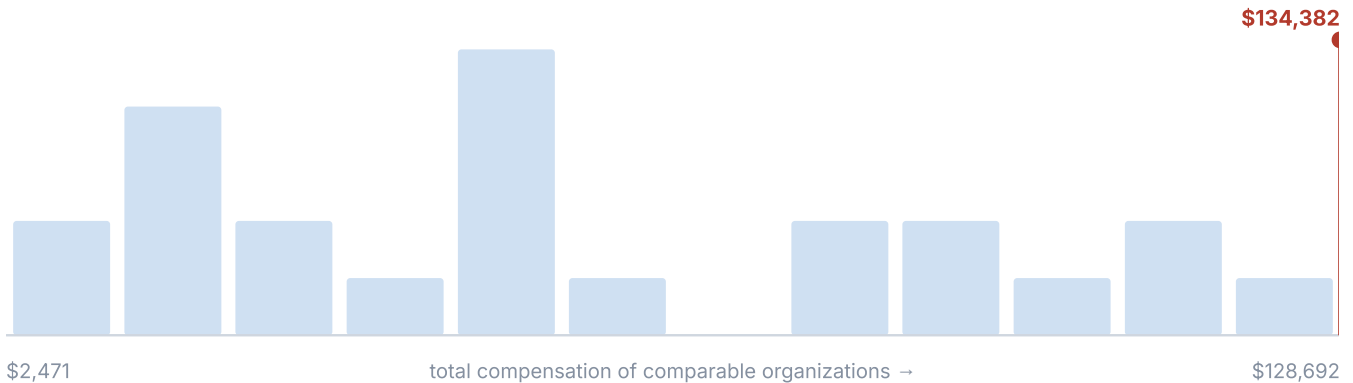
Benchmarked executive: Beth Zimmerman — reported title "FOUNDER & CHIEF EXECUTIVE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$290,890 and \$651,247 — 0.67x to 1.50x the subject's \$434,165 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20) + NY + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,678	\$24,845	\$51,456	\$86,809	\$109,750	\$134,382
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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
Happy Life Animal Rescue Inc	NY	\$439,716	Vice Preside	\$45,500	\$45,500	2024
Cove Animal Rescue Corporation	NY	\$444,436	Executive Director	\$26,612	\$26,612	2024
Friends Forever Animal Rescue	NY	\$420,623	964 Auburn St, Hannibal Ny 13074	\$90,610	\$90,610	2024
North Country Spca Inc	NY	\$455,725	Executive Dir.	\$83,572	\$83,572	2024
Friends For Felines Inc	NY	\$463,844	President	\$5,950	\$5,950	2024
Pupstarz Rescue Inc	NY	\$403,942	President	\$20,400	\$20,400	2024
Species Unite 23 Inc	NY	\$389,469	President	\$125,000	\$128,692	2023
Cracker Box Palace Inc	NY	\$375,977	Farm Director	\$23,078	\$23,078	2024
Social Tees Animal Rescue Foundation In	NY	\$366,592	Executive Director	\$111,240	\$111,240	2024
Lucky Orphans Horse Rescue Inc	NY	\$504,415	Executive Dir.	\$50,373	\$51,861	2023
Animal Shelter Of Schoharie Valley Inc	NY	\$506,926	Executive Director	\$42,500	\$43,755	2023
Happy Compromise Farm And Sanctuary	NY	\$360,070	President	\$15,600	\$16,061	2023
Society For The Prevention Of Cruelty To Animals Of Upstate New York Inc	NY	\$510,859	Executive Director	\$81,219	\$83,618	2023
Wonder Dog Rescue	NY	\$350,452	Director	\$90,000	\$90,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oswego County Humane Society Inc	NY	\$342,786	Executive Di	\$50,865	\$50,865	2024
Ayres Memorial Animal Shelter Inc	NY	\$337,638	Treasurer	\$2,400	\$2,471	2023
Ruff House Rescue Inc	NY	\$337,422	President	\$117,300	\$117,300	2024
Joyful Rescues Inc	NY	\$539,433	President	\$55,100	\$53,680	2025
Aruba Flight Volunteers Inc	NY	\$319,071	President	\$49,980	\$51,456	2023
A New Chance Animal Rescue Inc	NY	\$318,086	President	\$65,000	\$65,000	2024
United Friends Of Homeless Animals Inc	NY	\$306,784	Manager	\$12,707	\$13,082	2023
Almost Home Animal Rescue & Adoption Inc	NY	\$297,472	Shelter Manager/director	\$28,155	\$28,155	2024
Badass Animal Rescue Inc	NY	\$604,156	Executive Director	\$103,788	\$103,788	2024

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	23 organizations. Compensation range \$2,471–\$128,692; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$434,165); for reference, expenses \$513,058 and assets \$485,792.
ROLE MATCH	Beth Zimmerman, reported title <i>"FOUNDER & CHIEF EXECUTIVE"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	91 st
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 (Beth Zimmerman) 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 23 similarly situated organizations (Same NTEE sector (D20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$134,382 is reasonable (approximately the 100th 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.