

Pawsibilities Animal Rescue

Executive Director / CEO

EIN 271271134

PA · NTEE D20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Samantha Carrol, Executive Director / CEO** (\$14,700) against **every comparable organization** that fit the selection criteria — **233** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Samantha Carrol — reported title "DIRECTOR", 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 (D20).
BUDGET	Total revenue between \$124,682 and \$279,139 — 0.67x to 1.50x the subject's \$186,093 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

233 organizations qualified on sector, size, and geography → **233** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,260	\$16,868	\$29,891	\$48,557	\$67,136	\$14,700
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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 PA 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
Home For Friendless Animals Inc	IN	\$184,986	President	\$20,964	\$22,169	2024
Pitiful Paws Rescue Inc	WV	\$187,257	Executive Director	\$4,675	\$5,076	2024
Meals On Wheels For Helena West Helena Dogs	AR	\$188,149	President	\$18,000	\$20,889	2023
Kentucky Horse Council Inc	KY	\$188,605	Executive Director	\$66,519	\$71,664	2024
Stay-a-while Cat Shelter Inc	OH	\$183,198	Director	\$26,124	\$27,031	2025
Lucky Day Animal Rescue Of Colorado	CO	\$189,244	President	\$60,000	\$57,692	2024
Grayhound Angels Rescue &	NJ	\$190,070	Director	\$20,800	\$19,172	2023
Small Dog Rescue Of New England Inc	RI	\$182,061	Executive Di	\$6,750	\$6,490	2024
Brighter Days Dog Rescue	CO	\$190,413	Director	\$76,498	\$73,556	2024
Southern Paws Inc	NJ	\$190,639	Executive Director	\$12,000	\$10,744	2024
Faithful Friends Pet Rescue And Rehoming	FL	\$181,527	Executive Director	\$41,471	\$39,067	2024
Hastings Animal Shelter Association Inc	NE	\$180,601	Shelter Manager	\$29,455	\$31,768	2024
Angels Helping Animals Worldwide Inc	MA	\$191,679	President	\$35,850	\$32,305	2024
Animal Refuge Center Inc	KY	\$180,232	President	\$8,830	\$9,513	2024
Jans Rails To Trails Rescue Sanctuary	CA	\$179,982	Board Member	\$24,565	\$21,271	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Karma Cat & Zen Dog Rescue Society	NJ	\$192,364	Executive Director	\$17,800	\$16,408	2023
Second Chance Animal Refuge Society	KS	\$178,970	President	\$18,000	\$19,500	2024
Kingman County Humane Society	KS	\$178,866	Shelter Manager/director	\$26,084	\$28,258	2024
Mastiffs To Mutts	PA	\$178,237	V.p./foster Mgr	\$9,400	\$9,400	2024
For Hanks Sake	KY	\$194,714	President	\$8,000	\$8,873	2023
Catalyst Council Inc	MD	\$195,070	Executive Director	\$182,842	\$176,478	2023
Glory Bound Rescue Ranch	IL	\$195,165	President	\$12,403	\$12,227	2024
Give Me Shelter Cat Rescue	CA	\$195,795	Executive Director	\$36,000	\$31,172	2024
Hope Lives Here	TX	\$196,111	President	\$43,219	\$43,352	2024
Institute For Animal Happiness	NY	\$175,867	Executive Director	\$3,100	\$2,809	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	233 organizations. Compensation range \$1,505–\$579,609; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$186,093); for reference, expenses \$205,225 and assets \$18,471.
ROLE MATCH	Samantha Carrol, reported title " <i>DIRECTOR</i> ", 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.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	23 rd
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	22 nd

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 (Samantha Carrol) 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 10, 2026, comparing compensation against 233 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,700 is reasonable (approximately the 23rd 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 10, 2026.