

# Demis Animal Rescue Inc

Executive Director / CEO

EIN 273486723

CO · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Demi Merritt, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **364** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Demi Merritt — 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).

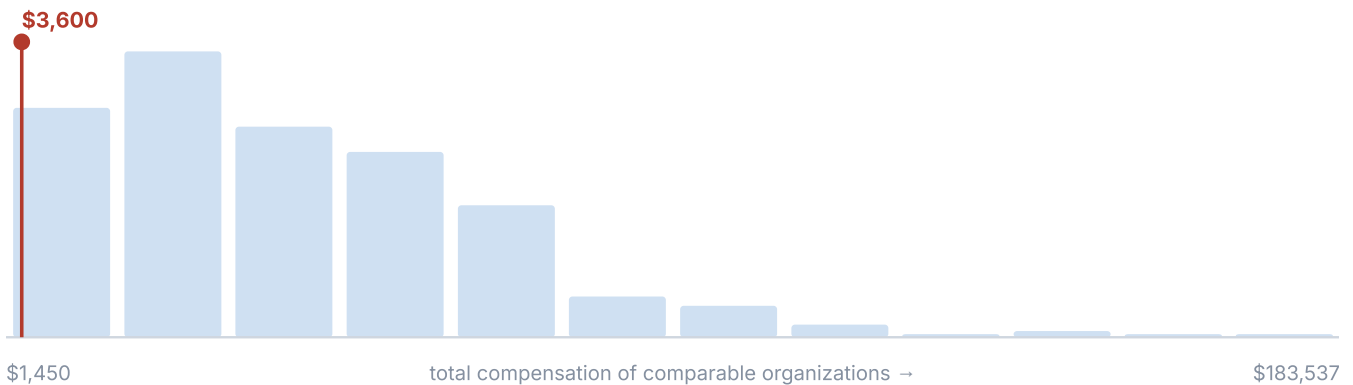
**BUDGET** Total revenue between \$181,786 and \$406,984 — 0.67x to 1.50x the subject's \$271,323 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**364** organizations qualified on sector, size, and geography

→ **364** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,251

\$19,733

\$36,643

\$57,164

\$75,216

\$3,600



## ■ 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 CO 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="#">Peach County Animal Rescue And Rehabilitation</a>	GA	\$270,222	Director	\$27,700	<b>\$29,904</b>	2023
<a href="#">Vivisection Investigation League</a>	CT	\$270,128	President	\$24,000	<b>\$24,161</b>	2023
<a href="#">Healing With Horseplay Inc</a>	MN	\$272,664	Chief Executive Officer And President	\$39,971	<b>\$41,190</b>	2024
<a href="#">Animal Services And Operations Support</a>	GA	\$269,850	President	\$3,181	<b>\$3,434</b>	2023
<a href="#">Naia Trust</a>	OR	\$269,835	Executive Di	\$80,000	<b>\$77,479</b>	2024
<a href="#">Zdr3</a>	TX	\$275,245	Executive Director	\$136,358	<b>\$142,250</b>	2024
<a href="#">Village Of Hope</a>	AZ	\$266,856	Executive Director	\$41,600	<b>\$41,723</b>	2024
<a href="#">Animal Humane Assoc Of Star Valley</a>	WY	\$275,987	Treasurer	\$6,377	<b>\$7,331</b>	2023
<a href="#">Parker's Animal Rescue</a>	CO	\$276,092	Executive Dir.	\$93,523	<b>\$93,523</b>	2024
<a href="#">Pawsitively Cats Inc</a>	AZ	\$276,307	Executive Di	\$50,350	<b>\$50,499</b>	2024
<a href="#">Creature Comfort Pet Therapy</a>	NJ	\$266,308	Executive Director	\$65,241	<b>\$62,542</b>	2023
<a href="#">Happy Hills Animal Foundation Inc</a>	NC	\$265,807	President	\$8,900	<b>\$9,344</b>	2025
<a href="#">Farm Of The Free Animal Sanctuary</a>	GA	\$265,736	Exec Director	\$18,200	<b>\$19,085</b>	2024
<a href="#">New Nodaway Humane Society</a>	MO	\$276,922	Manager	\$52,353	<b>\$57,828</b>	2024
<a href="#">Columbia Humane Society</a>	OR	\$265,243	Executive Dir.	\$59,856	<b>\$59,682</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Raven Ridge Wildlife Center Inc</a>	PA	\$277,779	President	\$34,280	<b>\$35,651</b>	2024
<a href="#">Ritchie County Humane Society</a>	WV	\$278,329	Shelter Mana	\$21,247	<b>\$23,992</b>	2024
<a href="#">Jefferson County Humane Society Inc</a>	FL	\$264,281	President	\$41,600	<b>\$40,756</b>	2024
<a href="#">Tiny Paws Kitten Rescue Inc</a>	OK	\$264,018	Executive Director	\$26,355	<b>\$30,265</b>	2024
<a href="#">Norcal Aussie Rescue Inc</a>	CA	\$263,422	President	\$112,392	<b>\$104,202</b>	2023
<a href="#">Animal Rescue Fund Inc</a>	FL	\$262,916	President	\$73,154	<b>\$69,822</b>	2025
<a href="#">Vegan World</a>	CA	\$279,887	Secretary	\$16,965	<b>\$15,278</b>	2024
<a href="#">Allys Animal Rescue</a>	CA	\$280,087	Ceo	\$10,523	<b>\$9,476</b>	2024
<a href="#">Unchained Melodies Inc</a>	MO	\$262,418	Director / President	\$23,000	<b>\$26,155</b>	2023
<a href="#">Paws-n-claws Iowa</a>	IA	\$280,303	President	\$3,500	<b>\$4,114</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 364 organizations. Compensation range \$1,450–\$183,537; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$271,323); for reference, expenses \$294,955 and assets \$135,843.

**ROLE MATCH** Demi Merritt, 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Demi Merritt) 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 364 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 3<sup>rd</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.