

Nevada County Pets In Need

Executive Director / CEO

EIN 371770757

CA · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Judi Hayward, Executive Director / CEO** (\$36,885) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

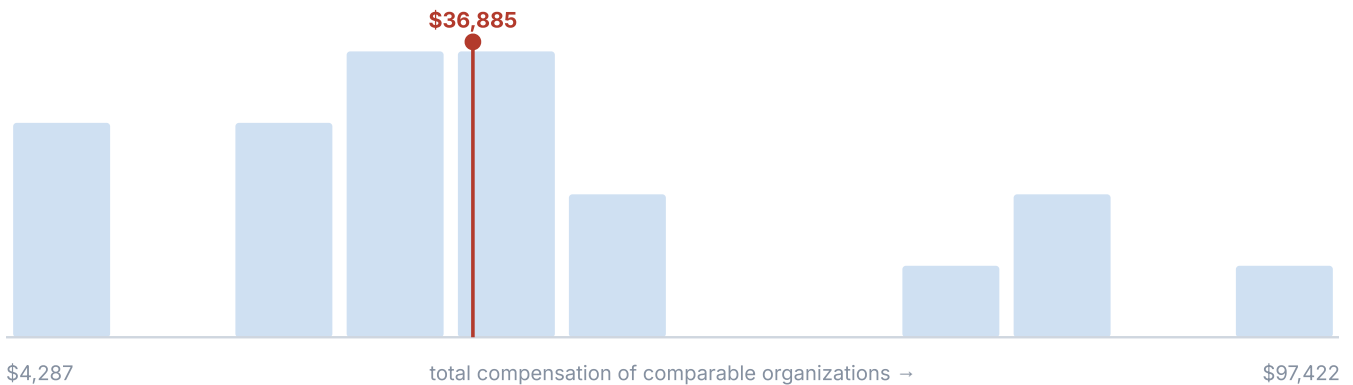
Benchmarked executive: Judi Hayward — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$102,889 and \$230,349 — 0.67x to 1.50x the subject's \$153,566 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20) + CA + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,250	\$27,101	\$33,344	\$44,064	\$76,948	\$36,885
----------	----------	----------	----------	----------	----------



● 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 CA 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
Remiatte Foundation	CA	\$160,908	Secretary	\$66,500	\$66,500	2024
Golden Oldies Cat Rescue	CA	\$171,033	Exec Dir Board Member	\$27,250	\$28,055	2023
Therapy Dogs Of Santa Barbara Inc	CA	\$133,863	—	\$39,897	\$39,897	2024
Jans Rails To Trails Rescue Sanctuary	CA	\$179,982	Board Member	\$24,565	\$24,565	2024
Horses' Honor	CA	\$126,431	President	\$4,500	\$4,500	2024
Voice For The Animals	CA	\$116,536	Founder And Executive Director	\$27,000	\$27,000	2024
Give Me Shelter Cat Rescue	CA	\$195,795	Executive Director	\$36,000	\$36,000	2024
International Veterinary Outreach	CA	\$198,080	Board Chair Chief Program Officer	\$42,500	\$43,755	2023
Harry A Bizantz Memorial Center	CA	\$108,711	President	\$30,000	\$30,000	2024
Baby Kitten Rescue	CA	\$108,397	Director, Ce	\$12,000	\$12,000	2024
Leaders For Ethics Animals & The	CA	\$106,134	Secretary &	\$100,000	\$97,422	2025
Pet Rescue Pilots	CA	\$105,089	Executive Director	\$36,000	\$37,063	2023
Shots For Spays	CA	\$202,340	Chief Medical Officer	\$4,400	\$4,287	2025
The Pet Fund	CA	\$204,014	Executive Director	\$30,000	\$30,000	2024
Susie Spector Foundation	CA	\$205,497	Coo	\$76,404	\$76,404	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gabby's Animal Rescue Inc	CA	\$210,765	President	\$41,600	\$42,829	2023
Tazzy Animal Rescue Fund Inc	CA	\$210,832	Ceo	\$27,135	\$27,135	2024
Beagle Rescue Inc	CA	\$219,695	Secretary/treasurer	\$43,700	\$44,991	2023
The Pet Adoption Center Of O C	CA	\$224,822	President	\$79,500	\$81,848	2023
Underdog Heroes Inc	CA	\$229,357	Ceo	\$30,687	\$30,687	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	20 organizations. Compensation range \$4,287–\$97,422; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$153,566); for reference, expenses \$154,663 and assets \$150,777.
ROLE MATCH	Judi Hayward, 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.
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	55 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	55 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 (Judi Hayward) 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 20 similarly situated organizations (Same NTEE sector (D20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,885 is reasonable (approximately the 55th 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.