

# Dogs In Danger Rescue Inc

Executive Director / CEO

EIN 453780868

NY · NTEE D30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Hill, Executive Director / CEO** (\$5,200) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

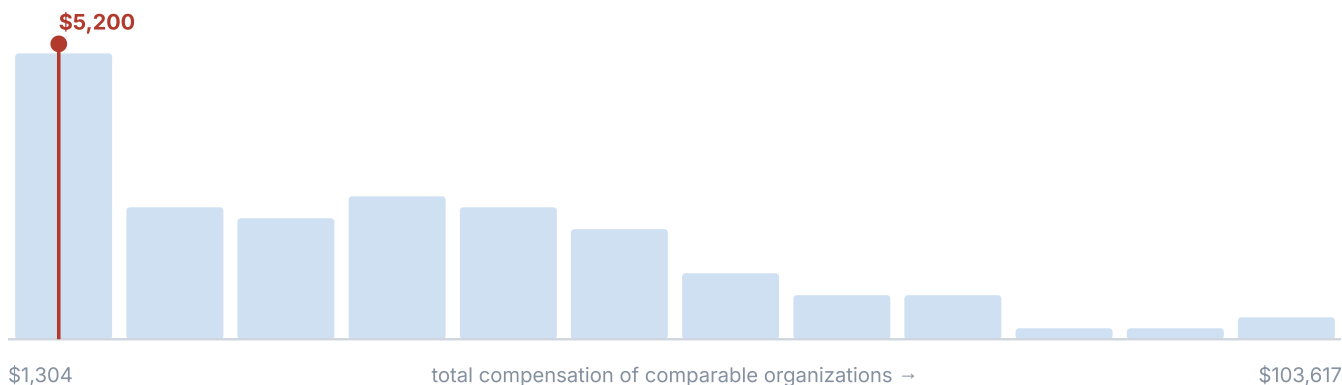
**Benchmarked executive:** Sarah Hill — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D30).
BUDGET	Total revenue between \$66,890 and \$149,755 — 0.67x to 1.50x the subject's \$99,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,424	\$9,862	\$28,068	\$45,660	\$65,305	\$5,200
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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
<a href="#">Feline Rescue Network</a>	CO	\$99,540	Secretary	\$6,901	<b>\$7,323</b>	2024
<a href="#">K9line Inc</a>	FL	\$100,283	Ceo/member	\$48,750	<b>\$50,681</b>	2024
<a href="#">Sylvan Lake Improvement Assoc</a>	IN	\$99,336	President	\$8,000	<b>\$9,612</b>	2023
<a href="#">Arizona Mule Deer</a>	AZ	\$100,758	Ceo Field Director	\$67,310	<b>\$73,753</b>	2023
<a href="#">Puddy Tat Protectors Inc</a>	TN	\$101,133	President	\$48,100	<b>\$55,952</b>	2024
<a href="#">Arm Sanctuary Inc</a>	FL	\$101,520	Vice Preside	\$13,200	<b>\$14,128</b>	2023
<a href="#">National Turkey Federation Foundation</a>	DC	\$101,768	President	\$80,466	<b>\$78,142</b>	2024
<a href="#">Dekati Giving</a>	CO	\$101,966	President	\$40,000	<b>\$42,446</b>	2024
<a href="#">Sunrise Service Dogs Inc</a>	CO	\$102,293	Executive Director	\$61,045	<b>\$66,691</b>	2023
<a href="#">Valley Shore Animal Welfare League</a>	CT	\$103,295	Treasurer	\$3,044	<b>\$3,252</b>	2023
<a href="#">Social Compassion In Legislation</a>	CA	\$96,306	Cfo	\$103,200	<b>\$98,617</b>	2024
<a href="#">Country Roads Animal Rescue Society</a>	OK	\$103,547	Founder	\$5,000	<b>\$6,093</b>	2024
<a href="#">Francis Halbrook Hensley Animal Shelter</a>	TN	\$103,574	Shelter Director	\$25,635	<b>\$29,820</b>	2024
<a href="#">Jessica's Haven And Rescue</a>	CA	\$95,823	Secretary/coo/director	\$51,840	<b>\$49,538</b>	2024
<a href="#">Pet Rescue Pilots</a>	CA	\$105,089	Executive Director	\$36,000	<b>\$35,417</b>	2023
<a href="#">Animal Placement Agency Of The Windsors</a>	NJ	\$94,525	Manager	\$27,484	<b>\$27,958</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">On Call Community Rescue For Animals</a>	OR	\$105,734	President	\$42,000	<b>\$44,439</b>	2023
<a href="#">Leaders For Ethics Animals &amp; The</a>	CA	\$106,134	Secretary &	\$100,000	<b>\$93,096</b>	2025
<a href="#">Reid Park Zoo Foundation</a>	AZ	\$93,430	Coo	\$25,715	<b>\$28,177</b>	2023
<a href="#">Paws For Life Inc</a>	MD	\$92,903	Secretary/treasurer	\$9,150	<b>\$9,467</b>	2024
<a href="#">Lions Tigers &amp; Bears Inc</a>	FL	\$106,991	President	\$14,400	<b>\$15,412</b>	2023
<a href="#">Sophie Kerrigan For The Love Of</a>	OH	\$92,564	Executive Di	\$25,000	<b>\$30,168</b>	2023
<a href="#">Contented Critters</a>	MN	\$92,288	Animal Rescue Director	\$36,540	<b>\$41,136</b>	2023
<a href="#">Stanwood Wildlife Sanctuary</a>	ME	\$107,700	Executive Director	\$38,000	<b>\$42,109</b>	2024
<a href="#">Baby Kitten Rescue</a>	CA	\$108,397	Director, Ce	\$12,000	<b>\$11,467</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>102</b> organizations. Compensation range \$1,304–\$103,617; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$99,837); for reference, expenses \$107,093 and assets \$21,913.
ROLE MATCH	Sarah Hill, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	11 <sup>th</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 (Sarah Hill) 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 102 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,200 is reasonable (approximately the 12<sup>th</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.