

# Active K9 Rescue Foundation

Executive Director / CEO

EIN 455471007  
 UT · NTEE D20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Carmie Bednar, Executive Director / CEO** (\$11,203) against **every comparable organization** that fit the selection criteria — **306** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Carmie Bednar — reported title "Director/Secretary", 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 \$151,240 and \$338,598 — 0.67x to 1.50x the subject's \$225,732 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**306** organizations qualified on sector, size, and geography → **306** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,041	\$17,745	\$32,225	\$51,260	\$65,760	\$11,203
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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 UT 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="#">North American 3rs Collaborative Inc</a>	CO	\$225,826	Executive Director	\$120,350	<b>\$112,754</b>	2024
<a href="#">Gimme Shelter Animal Rescue Inc</a>	NY	\$225,632	Executive Dir.	\$70,000	<b>\$61,803</b>	2024
<a href="#">Nassau County Spca Inc</a>	NY	\$226,226	Executive Director	\$73,345	<b>\$64,756</b>	2024
<a href="#">The Pet Adoption Center Of O C</a>	CA	\$224,822	President	\$79,500	<b>\$69,055</b>	2023
<a href="#">Lazy B Equine Rescue And Sanctuary</a>	UT	\$226,726	Director	\$17,192	<b>\$17,700</b>	2023
<a href="#">Canyon Lake Animal Shelter Society</a>	TX	\$226,982	Shelter Manager	\$35,350	<b>\$33,660</b>	2025
<a href="#">New Hope Humane Society</a>	WY	\$227,135	Director/sec	\$41,642	<b>\$44,855</b>	2023
<a href="#">Fulton County Humane Society</a>	OH	\$224,188	Director	\$20,900	<b>\$21,629</b>	2024
<a href="#">Passion 4 Paws Company</a>	VT	\$224,124	President	\$40,800	<b>\$40,124</b>	2024
<a href="#">Cavalier Rescue Of Alabama Inc</a>	AL	\$227,631	Presidentco Founder	\$24,000	<b>\$26,082</b>	2023
<a href="#">Catskill Animal Rescue Inc</a>	NY	\$223,313	Director	\$11,700	<b>\$10,635</b>	2023
<a href="#">Greater New Haven Cat Project Inc</a>	CT	\$228,181	President	\$30,620	<b>\$28,879</b>	2023
<a href="#">Union County Humane Society</a>	TN	\$228,181	Executive Director	\$55,937	<b>\$59,145</b>	2023
<a href="#">Richardson Rescue</a>	SC	\$223,100	Director/president	\$19,500	<b>\$20,464</b>	2023
<a href="#">Paradise Parrot Rescue Inc</a>	AZ	\$228,529	Ceo	\$60,000	<b>\$56,380</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Etosha Rescue &amp; Adoption Center</a>	TX	\$228,766	Director/president	\$4,000	<b>\$3,909</b>	2024
<a href="#">Glacial Lakes Humane Society And Shelter</a>	SD	\$222,530	Executive Director	\$50,962	<b>\$56,576</b>	2023
<a href="#">Epic Outreach Inc</a>	FL	\$222,482	Director	\$44,400	<b>\$40,754</b>	2024
<a href="#">Underdog Heroes Inc</a>	CA	\$229,357	Ceo	\$30,687	<b>\$25,890</b>	2024
<a href="#">Longview Paws</a>	TX	\$229,420	Executive Di	\$54,808	<b>\$53,567</b>	2024
<a href="#">Gem City Kitties</a>	OH	\$230,027	Executive Director	\$13,411	<b>\$14,288</b>	2023
<a href="#">Whiskers Rescue Inc</a>	NJ	\$230,298	President	\$39,000	<b>\$33,145</b>	2025
<a href="#">Caring About The Strays Cats Inc</a>	NY	\$230,538	President/secretary	\$24,750	<b>\$21,852</b>	2024
<a href="#">Emmet County Animal Shelter Inc</a>	IA	\$220,878	Kennel Manager	\$19,385	<b>\$21,351</b>	2023
<a href="#">Protect 4 Paws Co</a>	KY	\$230,654	Shelter Director	\$17,628	<b>\$18,505</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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>306</b> organizations. Compensation range \$1,358–\$564,747; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$225,732); for reference, expenses \$255,467 and assets \$637,697.
ROLE MATCH	Carmie Bednar, reported title <i>"Director/Secretary"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match —</b>

**the board should confirm this is a comparable role.**

RELATED-ORG PAY	1 peer 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	15 <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 (Carmie Bednar) 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 306 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,203 is reasonable (approximately the 15<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.