

# Second Leash On Life Inc

Executive Director / CEO

EIN **460765041**  
 GA · NTEE D20  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Susan Jacobs Meadows, Executive Director / CEO** (\$16,250) against **every comparable organization** that fit the selection criteria — **340** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

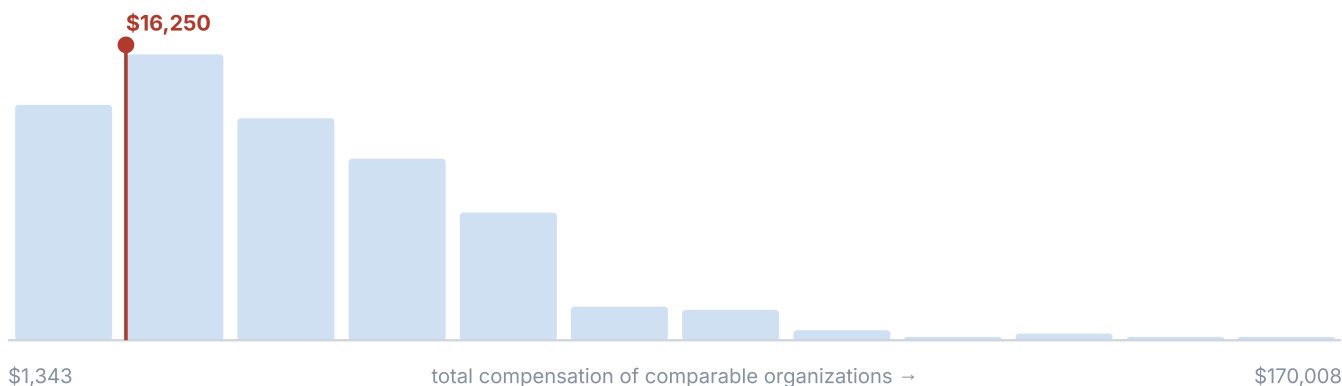
**Benchmarked executive:** Susan Jacobs Meadows — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$167,128 and \$374,167 — 0.67x to 1.50x the subject's \$249,445 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**340** organizations qualified on sector, size, and geography → **340** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,527	\$18,278	\$33,177	\$51,485	\$68,281	\$16,250
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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 GA 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="#">Tecate Horse Rescue Inc</a>	CA	\$250,000	Employee	\$5,685	<b>\$4,742</b>	2024
<a href="#">Animal Partisan Inc</a>	VA	\$250,151	President	\$36,720	<b>\$34,250</b>	2024
<a href="#">Foster Tales</a>	CA	\$250,212	President And Director	\$76,219	<b>\$63,578</b>	2024
<a href="#">Mutts &amp; Meows Rescue</a>	TX	\$248,506	Director, President	\$65,003	<b>\$64,669</b>	2023
<a href="#">Fresno Bully Rescue Inc</a>	CA	\$250,829	Ed/president	\$34,520	<b>\$28,795</b>	2024
<a href="#">Pet Association Of Estes Park Inc</a>	CO	\$250,952	Vice Pres/interim Pres	\$16,263	<b>\$15,509</b>	2023
<a href="#">Greyhounds In Motion Inc</a>	FL	\$247,902	Import Specialist	\$48,000	<b>\$43,560</b>	2024
<a href="#">Cottontail Cottage Farm Sanctuary</a>	ME	\$251,017	President	\$8,850	<b>\$8,561</b>	2024
<a href="#">Paws For Life</a>	UT	\$251,254	Executive Director	\$40,310	<b>\$39,855</b>	2024
<a href="#">Animal Wonders Inc</a>	MT	\$251,482	Executive Dir.	\$40,750	<b>\$42,433</b>	2024
<a href="#">West Coast Cane Corso Rescue</a>	CA	\$251,584	Director	\$10,000	<b>\$8,341</b>	2024
<a href="#">Southwest Animal Rescue Fund Inc</a>	NM	\$251,818	Presidentexecutive Director	\$32,274	<b>\$33,533</b>	2024
<a href="#">Simple Sparrow</a>	TX	\$252,007	Founder	\$18,000	<b>\$17,907</b>	2023
<a href="#">Life Animal Rescue</a>	CA	\$252,180	President	\$18,200	<b>\$15,630</b>	2023
<a href="#">New England Lab Rescue Inc</a>	ME	\$252,321	Executive Director	\$12,994	<b>\$12,569</b>	2024
<a href="#">Spay Asap Inc</a>	VT	\$246,452	President And Treasurer	\$130,897	<b>\$127,274</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bro And Tracy Animal Welfare Inc</a>	NM	\$252,612	Vice President	\$21,120	<b>\$21,944</b>	2024
<a href="#">Troopers Treasures</a>	TN	\$246,238	President	\$10,828	<b>\$10,995</b>	2024
<a href="#">Have-a-heart Humane Society</a>	CA	\$245,478	President	\$16,315	<b>\$13,609</b>	2024
<a href="#">Feral Friends Community Cat Alliance</a>	TX	\$245,383	President	\$50,000	<b>\$49,743</b>	2023
<a href="#">The Animal Retreat Inc</a>	ID	\$253,716	Executive Dir.	\$41,592	<b>\$42,742</b>	2024
<a href="#">Little Bear Sanctuary</a>	FL	\$245,123	Executive Officer	\$33,000	<b>\$29,947</b>	2024
<a href="#">Chatham Animal Rescue And Education Inc</a>	NC	\$245,038	Executive Dir.	\$34,913	<b>\$35,878</b>	2023
<a href="#">Paw Fund</a>	CA	\$244,770	Director	\$60,000	<b>\$50,050</b>	2024
<a href="#">Snap Cats</a>	CA	\$244,110	Executive Dir.	\$60,008	<b>\$51,534</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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** 340 organizations. Compensation range \$1,343–\$170,008; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$249,445); for reference, expenses \$271,264 and assets \$164,918.

**ROLE MATCH** Susan Jacobs Meadows, reported title "*DIRECTOR*", 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	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	22 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	23 <sup>rd</sup>
All sources (D + E + F), adjusted	21 <sup>st</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 (Susan Jacobs Meadows) 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 340 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,250 is reasonable (approximately the 22<sup>nd</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.