

Sarama Animal Rescue Inc

Executive Director / CEO

EIN 463312344

NJ · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Miller, Executive Director / CEO** (\$13,000) against **every comparable organization** that fit the selection criteria — **354** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Laura Miller — reported title “BOARD MEMBER”, 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).

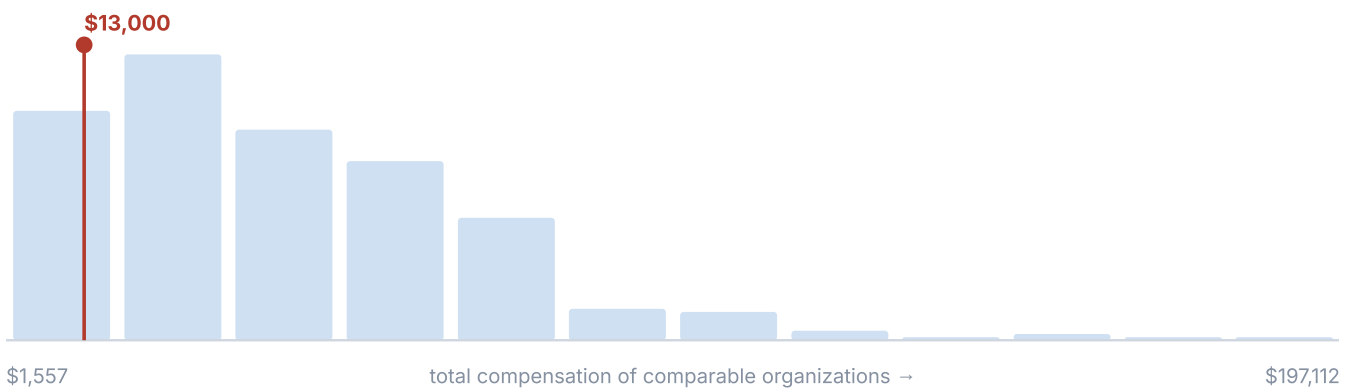
BUDGET Total revenue between \$170,908 and \$382,632 — 0.67x to 1.50x the subject's \$255,088 (the band tightens as size grows).

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

354 organizations qualified on sector, size, and geography

→ **354** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,915	\$21,153	\$38,241	\$59,358	\$78,883	\$13,000
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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 NJ 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
The Animal Retreat Inc	ID	\$253,716	Executive Dir.	\$41,592	\$49,555	2024
Animal Rescue Of Fresno	CA	\$256,925	Member At Large	\$16,896	\$16,341	2024
Gio Fund Corporation	NC	\$257,144	Secretary	\$13,563	\$15,696	2024
Bro And Tracy Animal Welfare Inc	NM	\$252,612	Vice President	\$21,120	\$25,442	2024
Dixie Girl Dog Rescue	AL	\$257,852	President And Director	\$38,962	\$47,144	2024
New England Lab Rescue Inc	ME	\$252,321	Executive Director	\$12,994	\$14,573	2024
Life Animal Rescue	CA	\$252,180	President	\$18,200	\$18,122	2023
Simple Sparrow	TX	\$252,007	Founder	\$18,000	\$20,763	2023
Southwest Animal Rescue Fund Inc	NM	\$251,818	Presidentexecutive Director	\$32,274	\$38,879	2024
West Coast Cane Corso Rescue	CA	\$251,584	Director	\$10,000	\$9,671	2024
Animal Wonders Inc	MT	\$251,482	Executive Dir.	\$40,750	\$49,198	2024
Paws For Life	UT	\$251,254	Executive Director	\$40,310	\$46,208	2024
Cottontail Cottage Farm Sanctuary	ME	\$251,017	President	\$8,850	\$9,925	2024
Pet Association Of Estes Park Inc	CO	\$250,952	Vice Pres/interim Pres	\$16,263	\$17,981	2023
Fresno Bully Rescue Inc	CA	\$250,829	Ed/president	\$34,520	\$33,386	2024
Foster Tales	CA	\$250,212	President And Director	\$76,219	\$73,714	2024
Animal Partisan Inc	VA	\$250,151	President	\$36,720	\$39,710	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tecate Horse Rescue Inc	CA	\$250,000	Employee	\$5,685	\$5,498	2024
Second Leash On Life Inc	GA	\$249,445	Director	\$16,250	\$18,841	2023
Rescue Road Trips Inc	OH	\$260,735	President	\$48,000	\$58,623	2023
Humane Society Of Young County Inc	TX	\$260,815	Shelter Dir.	\$25,326	\$29,213	2023
Mutts & Meows Rescue	TX	\$248,506	Director, President	\$65,003	\$74,979	2023
Kitten Central Of Placer County Inc	CA	\$261,760	Vice President	\$21,600	\$20,890	2024
Greyhounds In Motion Inc	FL	\$247,902	Import Specialist	\$48,000	\$50,504	2024
Unchained Melodies Inc	MO	\$262,418	Director / President	\$23,000	\$28,090	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 354 organizations. Compensation range \$1,557–\$197,112; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$255,088); for reference, expenses \$263,870 and assets \$525,858.

ROLE MATCH Laura Miller, reported title "*BOARD MEMBER*", 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	14 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	14 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 (Laura Miller) 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 354 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,000 is reasonable (approximately the 14th 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.