

Sweet Virginia Barn Cats

Executive Director / CEO

EIN 463572342

VA · NTEE D01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cassidy Boyd, Executive Director / CEO** (\$24,575) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

Benchmarked executive: Cassidy Boyd — 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 (D01).

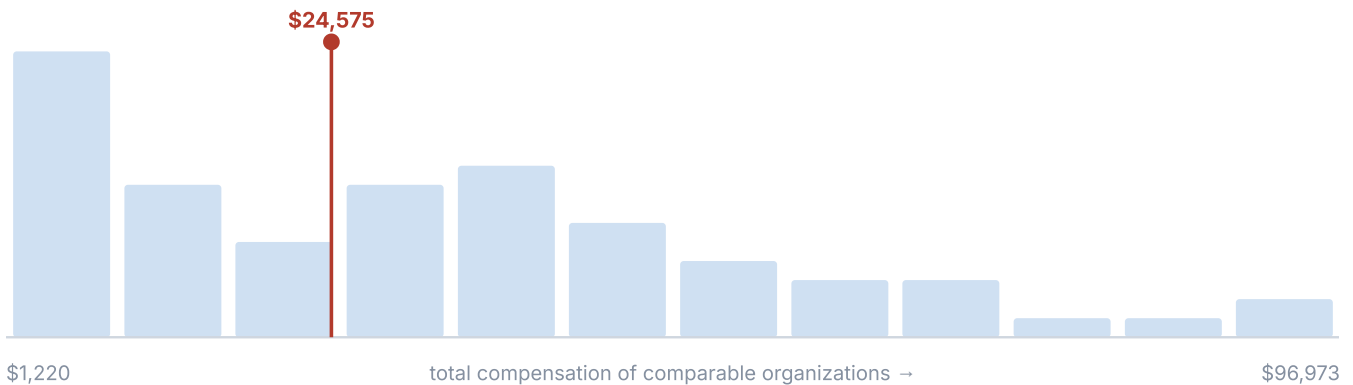
BUDGET Total revenue between \$52,545 and \$117,639 — 0.67x to 1.50x the subject's \$78,426 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography

→ **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,940	\$10,732	\$27,283	\$47,431	\$66,380	\$24,575
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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 VA 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
American Horse Protection Association Inc	VA	\$80,085	Executive Director	\$72,000	\$72,000	2024
Ferret Association Of Connecticut Inc	CT	\$76,748	Executive Director	\$21,578	\$20,954	2024
Paw-some Solutions Inc	NC	\$80,136	Executive Director	\$1,140	\$1,220	2024
Community Partnership For Pets Inc	NC	\$80,686	Founder/pres	\$50,000	\$53,507	2024
The Arl Forever Home Inc	PA	\$76,150	Controller (Enter 10/23)	\$1,369	\$1,455	2023
Pets Return Home	AZ	\$82,718	President	\$24,110	\$24,015	2024
Companion Animal Foundation	CA	\$74,045	E.d.	\$24,000	\$21,464	2024
Umpqua Low-cost Veterinary Service	OR	\$73,886	Executive Director	\$5,250	\$5,049	2024
Lagrange Troup County Humane Societ	GA	\$73,286	Executive Di	\$2,354	\$2,451	2024
American College Of Poultry Veterinarians	FL	\$73,266	Executive Vice President	\$3,500	\$3,405	2024
Animal Rescue And Care Fund Inc	OR	\$84,424	President	\$58,000	\$57,432	2023
Safe Haven Animal Shelter	NY	\$85,327	President	\$15,600	\$15,031	2023
Northwest Animal Rights Network	WA	\$71,406	Mission Advancement Director	\$51,946	\$48,167	2024
Happy Paws Mobile Vet Clinic Inc	CO	\$86,062	Vice President	\$44,800	\$44,491	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Buddy Fund Inc	NY	\$69,412	Director	\$8,300	\$7,768	2024
Second Chance Rescue And Adoption Inc	NJ	\$87,873	President	\$7,750	\$7,378	2023
Pawsitive Beings Rescue Inc	FL	\$87,943	President	\$7,079	\$6,887	2024
Mayor's Alliance For Nyc's Animals Inc	NY	\$88,630	President/chairman	\$15,700	\$14,693	2024
Friends Of Ridgefield National	WA	\$67,067	Executive Director	\$51,626	\$47,871	2024
Pulaski County Humane Society	MO	\$65,959	Shelter Manager	\$26,880	\$30,357	2023
Contented Critters	MN	\$92,288	Animal Rescue Director	\$36,540	\$38,498	2023
Sophie Kerrigan For The Love Of	OH	\$92,564	Executive Di	\$25,000	\$28,233	2023
Paws For Life Inc	MD	\$92,903	Secretary/treasurer	\$9,150	\$8,860	2024
Reid Park Zoo Foundation	AZ	\$93,430	Coo	\$25,715	\$26,370	2023
Animal Placement Agency Of The Windsors	NJ	\$94,525	Manager	\$27,484	\$26,165	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **65** organizations. Compensation range \$1,220–\$96,973; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$78,426); for reference, expenses \$219,092 and assets \$1,374,180. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Cassidy Boyd, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	43 rd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	42 nd

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 (Cassidy Boyd) 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 65 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,575 is reasonable (approximately the 43rd 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.