

Rescue Road Trips Inc

Executive Director / CEO

EIN 475069100
OH · NTEE D20
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Greg Mahle, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **358** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

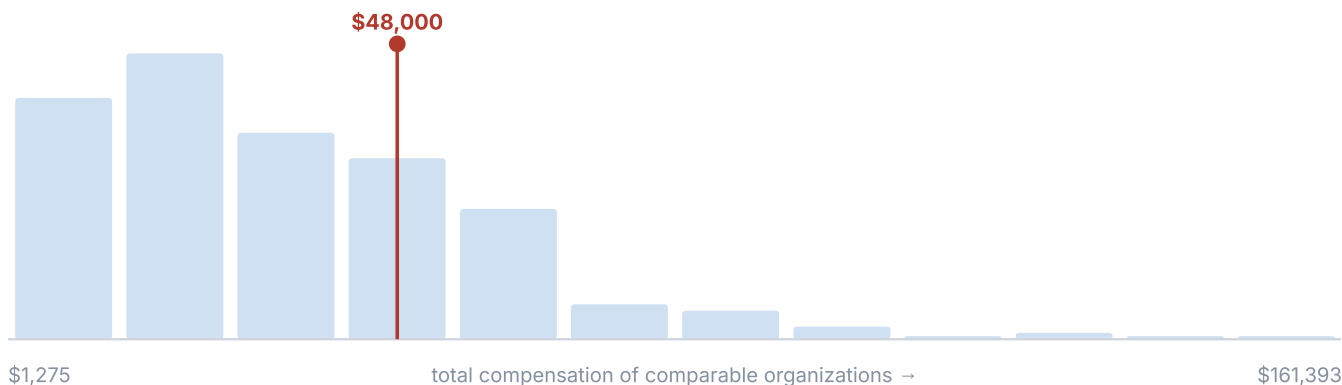
Benchmarked executive: Greg Mahle — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$174,692 and \$391,102 — 0.67x to 1.50x the subject's \$260,735 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

358 organizations qualified on sector, size, and geography → **358** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,056	\$17,115	\$31,311	\$48,951	\$64,934	\$48,000
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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 OH 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
Humane Society Of Young County Inc	TX	\$260,815	Shelter Dir.	\$25,326	\$23,919	2023
Kitten Central Of Placer County Inc	CA	\$261,760	Vice President	\$21,600	\$17,104	2024
Unchained Melodies Inc	MO	\$262,418	Director / President	\$23,000	\$23,000	2023
Animal Rescue Fund Inc	FL	\$262,916	President	\$73,154	\$61,399	2025
Norcal Aussie Rescue Inc	CA	\$263,422	President	\$112,392	\$91,630	2023
Dixie Girl Dog Rescue	AL	\$257,852	President And Director	\$38,962	\$38,601	2024
Tiny Paws Kitten Rescue Inc	OK	\$264,018	Executive Director	\$26,355	\$26,614	2024
Jefferson County Humane Society Inc	FL	\$264,281	President	\$41,600	\$35,839	2024
Gio Fund Corporation	NC	\$257,144	Secretary	\$13,563	\$12,852	2024
Animal Rescue Of Fresno	CA	\$256,925	Member At Large	\$16,896	\$13,379	2024
Columbia Humane Society	OR	\$265,243	Executive Dir.	\$59,856	\$52,481	2023
Farm Of The Free Animal Sanctuary	GA	\$265,736	Exec Director	\$18,200	\$16,782	2024
Happy Hills Animal Foundation Inc	NC	\$265,807	President	\$8,900	\$8,216	2025
Creature Comfort Pet Therapy	NJ	\$266,308	Executive Director	\$65,241	\$54,997	2023
Sarama Animal Rescue Inc	NJ	\$255,088	Board Member	\$13,000	\$10,644	2024
Village Of Hope	AZ	\$266,856	Executive Director	\$41,600	\$36,690	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Animal Retreat Inc	ID	\$253,716	Executive Dir.	\$41,592	\$40,576	2024
Bro And Tracy Animal Welfare Inc	NM	\$252,612	Vice President	\$21,120	\$20,832	2024
New England Lab Rescue Inc	ME	\$252,321	Executive Director	\$12,994	\$11,932	2024
Life Animal Rescue	CA	\$252,180	President	\$18,200	\$14,838	2023
Simple Sparrow	TX	\$252,007	Founder	\$18,000	\$17,000	2023
Southwest Animal Rescue Fund Inc	NM	\$251,818	Presidentexecutive Director	\$32,274	\$31,833	2024
Naia Trust	OR	\$269,835	Executive Di	\$80,000	\$68,131	2024
Animal Services And Operations Support	GA	\$269,850	President	\$3,181	\$3,020	2023
West Coast Cane Corso Rescue	CA	\$251,584	Director	\$10,000	\$7,919	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 358 organizations. Compensation range \$1,275–\$161,393; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$260,735); for reference, expenses \$248,131 and assets \$776,231.

ROLE MATCH Greg Mahle, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this 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	8 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	73 rd
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	73 rd

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 (Greg Mahle) 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 358 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 73rd 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.