

Bergen County Horse Rescue Inc

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Erin Giannios, Executive Director / CEO** (\$36,400) against **every comparable organization** that fit the selection criteria — **410** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Erin Giannios — 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 (D2).
BUDGET	Total revenue between \$138,051 and \$309,070 — 0.67x to 1.50x the subject's \$206,047 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

410 organizations qualified on sector, size, and geography → **410** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,968	\$19,700	\$35,711	\$59,096	\$80,827	\$36,400
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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
Puplandia Dog Rescue	OR	\$205,932	Founder/dire	\$75,818	\$78,859	2023
Humane Society Of Amherst County	VA	\$205,932	Vice President	\$3,858	\$4,052	2024
Hope Haven Farm Sanctuary	PA	\$206,572	Executive Di	\$20,000	\$22,338	2023
Susie Spector Foundation	CA	\$205,497	Coo	\$76,404	\$71,773	2024
No Greater Love Inc	AL	\$205,485	Adoption Coordinator	\$44,820	\$52,676	2024
Meow Mission Incorporated	IN	\$205,482	President	\$1,500	\$1,721	2024
Murphy's Paw Rescue Inc	CT	\$206,698	Executive Director	\$100,000	\$105,014	2023
Aspca Veterinary Services Of North Carolina Pc	NC	\$205,271	Director	\$112,532	\$126,494	2024
Marine Education Research And Rehab	DE	\$205,183	Executive Di	\$84,000	\$89,478	2024
Life With Pigs	VA	\$205,176	President	\$26,064	\$27,377	2024
Voice For Asian Elephants Society	CA	\$204,897	President & Ceo	\$61,500	\$59,479	2023
Roanoke Valley Horse Rescue Inc	VA	\$204,861	Ceopresident	\$55,180	\$57,961	2024
Blackfoot Animal Shelter & Rescue	ID	\$204,305	Director	\$43,479	\$50,318	2024
Pet Wellness Alliance	MO	\$204,107	President	\$17,179	\$20,379	2023
Voters For Animal Rights Inc	NY	\$204,080	Director	\$4,640	\$4,888	2022
The Pet Fund	CA	\$204,014	Executive Director	\$30,000	\$28,182	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sanilac County Humane Society	MI	\$208,104	President	\$79,189	\$91,547	2023
Dreamcatcher Wild Horse And Burro	CA	\$208,264	Pres/exec Dir.	\$65,680	\$63,522	2023
Nokota Horse Conservancy Inc	ND	\$203,805	Secretary	\$1,259	\$1,464	2025
Save Animals Facing Extinction	WA	\$203,797	Vice President & Treasurer	\$96,000	\$93,504	2024
Minnesota Conservation Officers Association	MN	\$208,894	President	\$18,605	\$19,999	2024
West Shore Wildlife Center	PA	\$209,088	Executive Director	\$54,700	\$59,343	2024
Triangle Vegfest Inc	NC	\$209,509	Executive Director	\$30,744	\$35,579	2023
Critters Pet Rescue Foundation	WA	\$209,672	Vice Present	\$22,434	\$21,850	2024
Shots For Spays	CA	\$202,340	Chief Medical Officer	\$4,400	\$4,027	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 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 **410** organizations. Compensation range \$694–\$628,805; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$206,047); for reference, expenses \$208,046 and assets \$87,649.

ROLE MATCH	Erin Giannios, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	50 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	50 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 (Erin Giannios) 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 13, 2026, comparing compensation against 410 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,400 is reasonable (approximately the 50th 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 13, 2026.