

Animal Rescue And Care Fund Inc

Executive Director / CEO

EIN 510137768

OR · NTEE D200

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carma Crimins, Executive Director / CEO** (\$58,000) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Carma Crimins — 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 (D200).

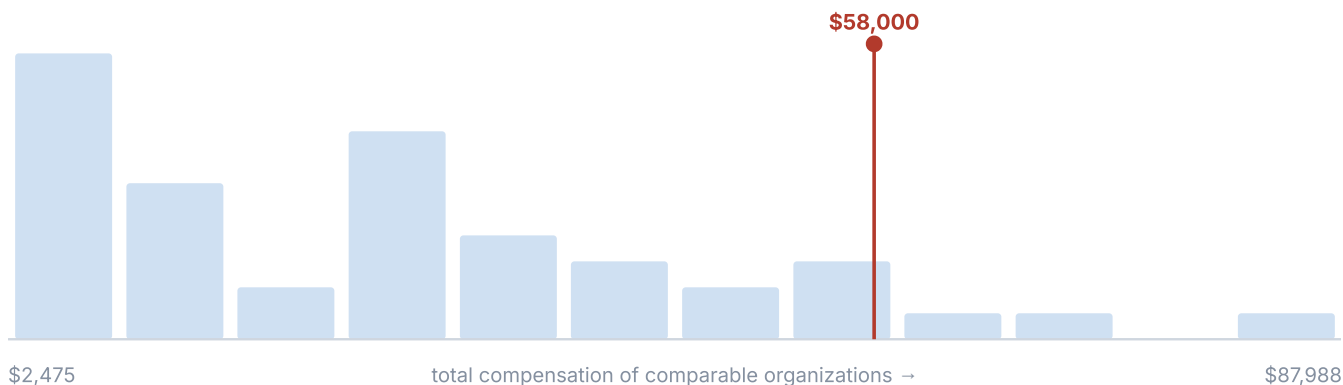
BUDGET Total revenue between \$56,564 and \$126,636 — 0.67x to 1.50x the subject's \$84,424 (the band tightens as size grows).

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

42 organizations qualified on sector, size, and geography

→ **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,875	\$9,379	\$25,405	\$38,221	\$53,179	\$58,000
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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 OR 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
Happy Paws Mobile Vet Clinic Inc	CO	\$86,062	Vice President	\$44,800	\$44,931	2024
Pets Return Home	AZ	\$82,718	President	\$24,110	\$24,252	2024
Second Chance Rescue And Adoption Inc	NJ	\$87,873	President	\$7,750	\$7,451	2023
Pawsitive Beings Rescue Inc	FL	\$87,943	President	\$7,079	\$6,956	2024
Community Partnership For Pets Inc	NC	\$80,686	Founder/pres	\$50,000	\$54,037	2024
Mayor's Alliance For Nyc's Animals Inc	NY	\$88,630	President/chairman	\$15,700	\$14,839	2024
American Horse Protection Association Inc	VA	\$80,085	Executive Director	\$72,000	\$72,712	2024
Ferret Association Of Connecticut Inc	CT	\$76,748	Executive Director	\$21,578	\$21,161	2024
Contented Critters	MN	\$92,288	Animal Rescue Director	\$36,540	\$38,879	2023
Sophie Kerrigan For The Love Of	OH	\$92,564	Executive Di	\$25,000	\$28,513	2023
Paws For Life Inc	MD	\$92,903	Secretary/treasurer	\$9,150	\$8,947	2024
Animal Placement Agency Of The Windsors	NJ	\$94,525	Manager	\$27,484	\$26,424	2023
Companion Animal Foundation	CA	\$74,045	E.d.	\$24,000	\$21,676	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lagrange Troup County Humane Societ	GA	\$73,286	Executive Di	\$2,354	\$2,475	2024
Jessica's Haven And Rescue	CA	\$95,823	Secretary/coo/director	\$51,840	\$46,820	2024
The Buddy Fund Inc	NY	\$69,412	Director	\$8,300	\$7,845	2024
Feline Rescue Network	CO	\$99,540	Secretary	\$6,901	\$6,921	2024
Puddy Tat Protectors Inc	TN	\$101,133	President	\$48,100	\$52,882	2024
Arm Sanctuary Inc	FL	\$101,520	Vice Preside	\$13,200	\$13,353	2023
Pulaski County Humane Society	MO	\$65,959	Shelter Manager	\$26,880	\$30,657	2023
Valley Shore Animal Welfare League	CT	\$103,295	Treasurer	\$3,044	\$3,073	2023
Country Roads Animal Rescue Society	OK	\$103,547	Founder	\$5,000	\$5,759	2024
Francis Halbrook Hensley Animal Shelter	TN	\$103,574	Shelter Director	\$25,635	\$28,184	2024
Pet Rescue Pilots	CA	\$105,089	Executive Director	\$36,000	\$33,474	2023
Leaders For Ethics Animals & The	CA	\$106,134	Secretary &	\$100,000	\$87,988	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	42 organizations. Compensation range \$2,475–\$87,988; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$84,424); for reference, expenses \$118,523 and assets \$945,264. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Carma Crimins, reported title " <i>President</i> ", 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	1 peer 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	93 rd
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	90 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 (Carma Crimins) 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 42 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$58,000 is reasonable (approximately the 93rd 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.