

# Emporia-greenville Humane Society

Executive Director / CEO

EIN 562465780

VA · NTEE D20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tara Malone Menendez, Executive Director / CEO** (\$7,600) against **every comparable organization** that fit the selection criteria — **382** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Tara Malone Menendez — reported title "TREASURER", 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).

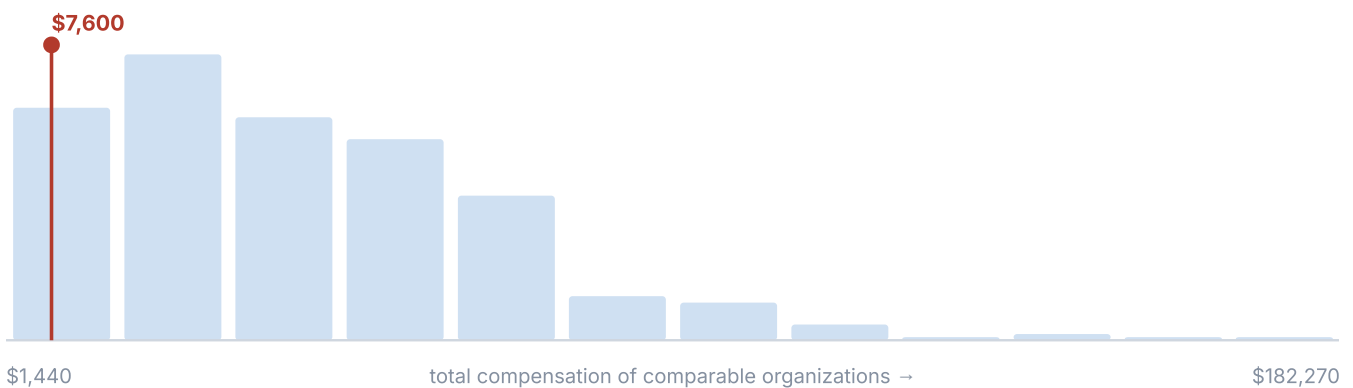
**BUDGET** Total revenue between \$190,438 and \$426,355 — 0.67x to 1.50x the subject's \$284,237 (the band tightens as size grows).

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

**382** organizations qualified on sector, size, and geography

→ **382** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,692

\$20,457

\$37,691

\$57,167

\$75,066

**\$7,600**



## ■ 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
<a href="#">New Hope Animal Rescue Nfp</a>	TX	\$283,776	Pres & Exec Dir	\$24,600	<b>\$25,486</b>	2024
<a href="#">Humane Society Of South Brevard Inc</a>	FL	\$284,819	President	\$20,308	<b>\$20,342</b>	2023
<a href="#">Fetching Tails Foundation</a>	IL	\$283,442	Secretary	\$48,000	<b>\$48,874</b>	2024
<a href="#">All About Elephantsinc</a>	FL	\$285,172	Director	\$8,050	<b>\$7,832</b>	2024
<a href="#">Ollies Angels Animal Rescue Inc</a>	NY	\$285,326	Founder/president	\$43,295	<b>\$41,716</b>	2023
<a href="#">Pigs Peace Sanctuary</a>	WA	\$285,356	President	\$28,800	<b>\$26,705</b>	2024
<a href="#">Barking Lot</a>	CA	\$286,118	Director	\$15,000	<b>\$13,811</b>	2023
<a href="#">One Love Arizona</a>	AZ	\$282,074	President	\$24,000	<b>\$24,611</b>	2023
<a href="#">Second Chance Spca</a>	TX	\$286,402	Director Of Operations	\$43,400	<b>\$46,291</b>	2023
<a href="#">4 Paws On Deck Inc</a>	CT	\$286,699	President	\$52,258	<b>\$52,246</b>	2023
<a href="#">Save-a-mutt</a>	WA	\$281,644	Executive Director	\$36,000	<b>\$34,367</b>	2023
<a href="#">Vermont Companion Animal Neutering Inc</a>	VT	\$286,892	President	\$70,000	<b>\$75,127</b>	2023
<a href="#">Twin Cities Pet Rescue</a>	MN	\$286,893	Executive Director	\$32,000	<b>\$32,748</b>	2024
<a href="#">Furry Feet Rescue Inc</a>	PA	\$281,333	President	\$37,600	<b>\$38,834</b>	2024
<a href="#">Small Lives Matter Kitten Rescue Inc</a>	FL	\$281,247	President	\$65,000	<b>\$63,242</b>	2024
<a href="#">Woof Gang Rescue Inc</a>	WI	\$287,325	Exec Dir/pre	\$35,000	<b>\$37,857</b>	2024
<a href="#">Granite State Dog Recovery</a>	NH	\$280,663	Director	\$50,000	<b>\$49,228</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Finding Forever Animal Rescue</a>	IL	\$280,462	President	\$70,640	<b>\$70,072</b>	2025
<a href="#">East Coast Canine Rescue Inc</a>	CT	\$288,106	President	\$18,000	<b>\$17,996</b>	2023
<a href="#">Paws-n-claws Iowa</a>	IA	\$280,303	President	\$3,500	<b>\$4,086</b>	2023
<a href="#">Allys Animal Rescue</a>	CA	\$280,087	Ceo	\$10,523	<b>\$9,411</b>	2024
<a href="#">Laramie Peak Humane Society</a>	WY	\$288,502	Executive Director	\$52,539	<b>\$56,766</b>	2025
<a href="#">Vegan World</a>	CA	\$279,887	Secretary	\$16,965	<b>\$15,172</b>	2024
<a href="#">Ritchie County Humane Society</a>	WV	\$278,329	Shelter Mana	\$21,247	<b>\$23,826</b>	2024
<a href="#">Raven Ridge Wildlife Center Inc</a>	PA	\$277,779	President	\$34,280	<b>\$35,405</b>	2024

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	382 organizations. Compensation range \$1,440–\$182,270; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$284,237); for reference, expenses \$267,936 and assets \$4,734,831.
ROLE MATCH	Tara Malone Menendez, reported title <i>"TREASURER"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	8 <sup>th</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	7 <sup>th</sup>

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 (Tara Malone Menendez) 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 382 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,600 is reasonable (approximately the 7<sup>th</sup> 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.