

# Family Dogs New Life Shelter

Executive Director / CEO

EIN 760752134  
 OR · NTEE D20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Tasha Giacomazzi, Executive Director / CEO** (\$53,754) against **every comparable organization** that fit the selection criteria — **420** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Tasha Giacomazzi — 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 \$280,516 and \$628,021 — 0.67x to 1.50x the subject's \$418,681 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**420** organizations qualified on sector, size, and geography → **420** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,041	\$25,466	\$46,442	\$64,010	\$83,622	<b>\$53,754</b>
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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
<a href="#">Heart Of Phoenix Equine Rescue Inc</a>	WV	\$418,666	Secretary	\$9,000	<b>\$10,193</b>	2024
<a href="#">Stephens County Humane Society</a>	OK	\$418,092	Executive Director	\$61,500	<b>\$69,005</b>	2025
<a href="#">Trio Animal Foundation</a>	IL	\$419,671	President/di	\$103,600	<b>\$106,529</b>	2024
<a href="#">Southern Arizona Animal Food Bank</a>	AZ	\$419,782	Secretary	\$11,093	<b>\$11,159</b>	2024
<a href="#">Friends Forever Animal Rescue</a>	NY	\$420,623	964 Auburn St, Hannibal Ny 13074	\$90,610	<b>\$85,638</b>	2024
<a href="#">Pickens County Humane Society</a>	SC	\$420,687	Executive Director	\$48,576	<b>\$53,004</b>	2024
<a href="#">Alamo Animal Encounters</a>	TX	\$421,016	President	\$59,500	<b>\$64,091</b>	2023
<a href="#">Dubois County Humane Society</a>	IN	\$421,080	Executive Director	\$25,395	<b>\$28,838</b>	2023
<a href="#">Eastern Pa Animal Alliance</a>	PA	\$421,575	President	\$104,000	<b>\$108,476</b>	2024
<a href="#">Marion Animal Resource Connect</a>	TN	\$421,872	Manager	\$62,400	<b>\$68,604</b>	2024
<a href="#">Georgia Canine Rescue And</a>	GA	\$415,331	President	\$17,000	<b>\$17,878</b>	2024
<a href="#">Arkansans For Animals Inc</a>	AR	\$422,270	Executive Director	\$59,615	<b>\$70,088</b>	2024
<a href="#">Illinois Valley Animal Rescue</a>	IL	\$414,708	Executive Dir.	\$15,640	<b>\$16,082</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Toledo Animal Shelter Association</a>	OH	\$422,702	Executive Director	\$65,308	<b>\$72,348</b>	2024
<a href="#">Animal Food Bank Services</a>	PA	\$414,647	Executive Director	\$53,619	<b>\$55,927</b>	2024
<a href="#">Luv2howl Animal Rescue</a>	NJ	\$422,847	President	\$14,000	<b>\$13,460</b>	2023
<a href="#">Rockbridge County Spca</a>	VA	\$423,103	Executive Director	\$49,534	<b>\$50,024</b>	2024
<a href="#">Dodge County Humane Society Inc</a>	WI	\$423,409	Executive Director	\$31,200	<b>\$35,087</b>	2023
<a href="#">Concern For Helping Animals In</a>	VA	\$424,145	President	\$42,478	<b>\$44,165</b>	2023
<a href="#">Humane Society Of Wichita County</a>	TX	\$413,080	Executive Dir.	\$61,624	<b>\$64,475</b>	2024
<a href="#">Equamore Foundation</a>	OR	\$424,360	Executive Director	\$35,687	<b>\$35,687</b>	2023
<a href="#">Roscoe Animal Retreat</a>	IL	\$412,847	Secretary	\$23,107	<b>\$24,462</b>	2023
<a href="#">Determined To Rise Animal Foundation</a>	IL	\$410,735	Executive Director	\$18,000	<b>\$19,056</b>	2023
<a href="#">Olive Branch Animal Rescue &amp; Refuge Inc</a>	WV	\$426,682	President/treasurer	\$39,433	<b>\$45,976</b>	2023
<a href="#">Needy Paws Rescue</a>	MO	\$427,084	President	\$19,191	<b>\$21,259</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	420 organizations. Compensation range \$741–\$364,323; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$418,681); for reference, expenses \$476,449 and assets \$49,487.
ROLE MATCH	Tasha Giacomazzi, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	66 <sup>th</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Tasha Giacomazzi) 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 420 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,754 is reasonable (approximately the 62<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.