

Northern New Mexico Street Homeless

Executive Director / CEO

EIN 800254858

NM · NTEE D20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Cain, Executive Director / CEO** (\$58,920) against **every comparable organization** that fit the selection criteria — **289** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Karen Cain — reported title “EXECUTIVE DI”, 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 \$145,903 and \$326,649 — 0.67x to 1.50x the subject's \$217,766 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

289 organizations qualified on sector, size, and geography → **289** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,652	\$16,289	\$28,763	\$46,789	\$60,590	\$58,920
---------	----------	----------	----------	----------	----------



■ 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 NM 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 Just World	WA	\$218,534	Org. Strategist	\$58,224	\$47,076	2024
Southern Hope Animal Rescue & Education	NC	\$216,858	President	\$16,800	\$15,676	2024
Nowzad Dogs Nfp	TX	\$216,388	President	\$55,254	\$49,914	2024
Coastal Pet Rescue Inc	GA	\$219,522	Executive Dir.	\$25,961	\$24,270	2023
Beagle Rescue Inc	CA	\$219,695	Secretary/treasurer	\$43,700	\$35,084	2023
Wisconsin Big Cat Rescue Education Center Inc	WI	\$215,665	Treasurer	\$8,663	\$8,412	2023
Sea Biscuit Wildlife Shelter Inc	NC	\$220,169	Executive Director	\$12,000	\$10,909	2025
Second Chance For Homeless Pets	UT	\$215,040	Executive Director	\$45,100	\$41,685	2024
Jp Farm Animal Sanctuary Inc	CT	\$220,694	Vice President	\$38,290	\$33,379	2023
Great Pyrenees Rescue Society Inc	TX	\$214,729	Director	\$33,000	\$30,691	2023
Emmet County Animal Shelter Inc	IA	\$220,878	Kennel Manager	\$19,385	\$19,734	2023
Epic Outreach Inc	FL	\$222,482	Director	\$44,400	\$37,668	2024
Glacial Lakes Humane Society And Shelter	SD	\$222,530	Executive Director	\$50,962	\$52,292	2023
Nmdog Inc	NM	\$212,517	President	\$19,900	\$19,329	2024
Richardson Rescue	SC	\$223,100	Director/president	\$19,500	\$18,914	2023
Catskill Animal Rescue Inc	NY	\$223,313	Director	\$11,700	\$9,830	2023
Passion 4 Paws Company	VT	\$224,124	President	\$40,800	\$37,086	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fulton County Humane Society	OH	\$224,188	Director	\$20,900	\$19,990	2024
Vicksburg-warren Humane Society	MS	\$211,204	President	\$45,000	\$45,261	2024
Animals First Aid Nfp	IL	\$211,091	President	\$7,358	\$6,533	2024
Tazzy Animal Rescue Fund Inc	CA	\$210,832	Ceo	\$27,135	\$21,161	2024
Gabby's Animal Rescue Inc	CA	\$210,765	President	\$41,600	\$33,398	2023
The Pet Adoption Center Of O C	CA	\$224,822	President	\$79,500	\$63,826	2023
Shaw Pit Bull Rescue	MS	\$210,527	Employee	\$15,779	\$16,339	2023
Northern Lakes Rescue	MN	\$210,094	President	\$24,259	\$22,287	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	289 organizations. Compensation range \$1,256–\$521,983; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$217,766); for reference, expenses \$281,297 and assets \$22,756.
ROLE MATCH	Karen Cain, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	88 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	88 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 (Karen Cain) 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 289 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,920 is reasonable (approximately the 88th 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.