

# Voters For Animal Rights Inc

Executive Director / CEO

EIN 814312941

NY · NTEE D20

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Cappiello, Executive Director / CEO** (\$4,640) against **every comparable organization** that fit the selection criteria — **269** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Julie Cappiello — reported title “Director”, 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 \$136,733 and \$306,120 — 0.67x to 1.50x the subject's \$204,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**269** organizations qualified on sector, size, and geography → **269** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,911

\$17,924

\$32,098

\$50,991

\$69,277

\$4,640



## ● 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 NY 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="#">The Pet Fund</a>	CA	\$204,014	Executive Director	\$30,000	<b>\$26,749</b>	2024
<a href="#">Blackfoot Animal Shelter &amp; Rescue</a>	ID	\$204,305	Director	\$43,479	<b>\$47,758</b>	2024
<a href="#">Roanoke Valley Horse Rescue Inc</a>	VA	\$204,861	Ceopresident	\$55,180	<b>\$55,014</b>	2024
<a href="#">Life With Pigs</a>	VA	\$205,176	President	\$26,064	<b>\$25,985</b>	2024
<a href="#">Meow Mission Incorporated</a>	IN	\$205,482	President	\$1,500	<b>\$1,634</b>	2024
<a href="#">No Greater Love Inc</a>	AL	\$205,485	Adoption Coordinator	\$44,820	<b>\$49,998</b>	2024
<a href="#">Susie Spector Foundation</a>	CA	\$205,497	Coo	\$76,404	<b>\$68,123</b>	2024
<a href="#">Shots For Spays</a>	CA	\$202,340	Chief Medical Officer	\$4,400	<b>\$3,822</b>	2025
<a href="#">Puplandia Dog Rescue</a>	OR	\$205,932	Founder/dire	\$75,818	<b>\$74,849</b>	2023
<a href="#">Humane Society Of Amherst County</a>	VA	\$205,932	Vice President	\$3,858	<b>\$3,847</b>	2024
<a href="#">Equine Rescue League Foundation Inc</a>	VA	\$202,094	Vice President	\$11,700	<b>\$12,009</b>	2023
<a href="#">Puppy Hill Farm Animal Rescue Inc</a>	FL	\$202,073	Executive Director	\$46,827	<b>\$45,423</b>	2024
<a href="#">Panama City Beach</a>	FL	\$201,772	President	\$15,457	<b>\$14,993</b>	2024
<a href="#">Hope Haven Farm Sanctuary</a>	PA	\$206,572	Executive Di	\$20,000	<b>\$21,202</b>	2023
<a href="#">Pawsitive Alliance</a>	WA	\$201,555	Executive Director	\$32,227	<b>\$30,673</b>	2023
<a href="#">Murphy's Paw Rescue Inc</a>	CT	\$206,698	Executive Director	\$100,000	<b>\$99,675</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sanilac County Humane Society</a>	MI	\$208,104	President	\$79,189	<b>\$86,891</b>	2023
<a href="#">Animal Welfare Coalition Of Northeastern New Mexico</a>	NM	\$198,544	Office Assistant	\$21,558	<b>\$23,942</b>	2024
<a href="#">Critters Pet Rescue Foundation</a>	WA	\$209,672	Vice Present	\$22,434	<b>\$20,739</b>	2024
<a href="#">Barbara Grannan Carie Feline</a>	IN	\$198,214	President	\$23,500	<b>\$25,589</b>	2024
<a href="#">Ark Rescue Rehab And Foster</a>	MS	\$210,046	Kennel Tech	\$33,347	<b>\$38,350</b>	2024
<a href="#">International Veterinary Outreach</a>	CA	\$198,080	Board Chair Chief Program Officer	\$42,500	<b>\$39,013</b>	2023
<a href="#">Northern Lakes Rescue</a>	MN	\$210,094	President	\$24,259	<b>\$25,483</b>	2023
<a href="#">Northern Colorado Friends Of Ferals</a>	CO	\$197,819	President	\$26,500	<b>\$26,238</b>	2024
<a href="#">Shaw Pit Bull Rescue</a>	MS	\$210,527	Employee	\$15,779	<b>\$18,683</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2022 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 NY 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 **269** organizations. Compensation range \$1,435–\$596,830; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$204,080); for reference, expenses \$96,902 and assets \$239,825. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Julie Cappiello, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Julie Cappiello) 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 269 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,640 is reasonable (approximately the 6<sup>th</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.