

North American 3rs Collaborative Inc

Executive Director / CEO

EIN 815084899
 CO · NTEE D20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Megan La Follette, Executive Director / CEO** (\$120,350) against **every comparable organization** that fit the selection criteria — **307** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Megan La Follette — reported title “EXECUTIVE DIRECTOR”, 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 \$151,303 and \$338,739 — 0.67x to 1.50x the subject's \$225,826 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

307 organizations qualified on sector, size, and geography → **307** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,667	\$18,881	\$34,221	\$54,671	\$69,818	\$120,350
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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 CO 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
Active K9 Rescue Foundation	UT	\$225,732	Director/secretary	\$11,203	\$11,958	2024
Gimme Shelter Animal Rescue Inc	NY	\$225,632	Executive Dir.	\$70,000	\$65,967	2024
Nassau County SPCA Inc	NY	\$226,226	Executive Director	\$73,345	\$69,119	2024
Lazy B Equine Rescue And Sanctuary	UT	\$226,726	Director	\$17,192	\$18,892	2023
The Pet Adoption Center Of OC	CA	\$224,822	President	\$79,500	\$73,707	2023
Canyon Lake Animal Shelter Society	TX	\$226,982	Shelter Manager	\$35,350	\$35,927	2025
New Hope Humane Society	WY	\$227,135	Director/sec	\$41,642	\$47,877	2023
Fulton County Humane Society	OH	\$224,188	Director	\$20,900	\$23,086	2024
Passion 4 Paws Company	VT	\$224,124	President	\$40,800	\$42,827	2024
Cavalier Rescue Of Alabama Inc	AL	\$227,631	President/co Founder	\$24,000	\$27,839	2023
Greater New Haven Cat Project Inc	CT	\$228,181	President	\$30,620	\$30,825	2023
Union County Humane Society	TN	\$228,181	Executive Director	\$55,937	\$63,130	2023
Catskill Animal Rescue Inc	NY	\$223,313	Director	\$11,700	\$11,352	2023
Paradise Parrot Rescue Inc	AZ	\$228,529	Ceo	\$60,000	\$60,178	2024
Richardson Rescue	SC	\$223,100	Director/president	\$19,500	\$21,842	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Etosha Rescue & Adoption Center	TX	\$228,766	Director/president	\$4,000	\$4,173	2024
Glacial Lakes Humane Society And Shelter	SD	\$222,530	Executive Director	\$50,962	\$60,388	2023
Epic Outreach Inc	FL	\$222,482	Director	\$44,400	\$43,499	2024
Underdog Heroes Inc	CA	\$229,357	Ceo	\$30,687	\$27,635	2024
Longview Paws	TX	\$229,420	Executive Di	\$54,808	\$57,176	2024
Gem City Kitties	OH	\$230,027	Executive Director	\$13,411	\$15,251	2023
Whiskers Rescue Inc	NJ	\$230,298	President	\$39,000	\$35,378	2025
Caring About The Strays Cats Inc	NY	\$230,538	President/secretary	\$24,750	\$23,324	2024
Protect 4 Paws Co	KY	\$230,654	Shelter Director	\$17,628	\$19,751	2024
Emmet County Animal Shelter Inc	IA	\$220,878	Kennel Manager	\$19,385	\$22,790	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 307 organizations. Compensation range \$1,450–\$602,793; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$225,826); for reference, expenses \$230,351 and assets \$191,666.

ROLE MATCH Megan La Follette, reported title "*EXECUTIVE DIRECTOR*", 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 6 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	98 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 (Megan La Follette) 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 307 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,350 is reasonable (approximately the 98th 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.