

# Dogs Trust Usa Inc

Executive Director / CEO

EIN 822390086

NY · NTEE D12

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Meredith Beck, Executive Director / CEO** (\$210,431) against **every comparable organization** that fit the selection criteria — **486** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Meredith Beck — reported title "VICE PRESIDENT OF DEVELOPMENT", 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 (D12).
BUDGET	Total revenue between \$156,601 and \$350,601 — 0.67x to 1.50x the subject's \$233,734 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

**486** organizations qualified on sector, size, and geography → **486** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,541	\$20,108	\$37,458	\$59,726	\$81,601	<b>\$210,431</b>
---------	----------	----------	----------	----------	------------------



## ● 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="#">Friends Of Camden Animal Shelter</a>	NJ	\$233,628	Former Executive Director	\$5,048	<b>\$4,844</b>	2024
<a href="#">Meeker Classic Sheepdog Championshi</a>	CO	\$233,875	Executive Director	\$34,200	<b>\$35,250</b>	2024
<a href="#">Beaverhead Animal Shelter</a>	MT	\$233,176	Executive Dir.	\$22,100	<b>\$26,363</b>	2023
<a href="#">Blooper Animal Rescue &amp; Transport Incorporated</a>	FL	\$233,145	Executive Director	\$29,966	<b>\$30,259</b>	2024
<a href="#">Humane Society Of Greene County Inc</a>	PA	\$232,935	Executive Director	\$53,790	<b>\$57,659</b>	2024
<a href="#">Canopy Cat Rescue</a>	WA	\$234,586	Founder/cat Rescuer	\$80,400	<b>\$79,660</b>	2023
<a href="#">Vintage Racers For Rescues Inc</a>	NC	\$234,877	President	\$26,000	<b>\$29,730</b>	2023
<a href="#">Friends Of Ncvma Foundation Inc</a>	NC	\$232,527	Secretary/treasurer	\$1,970	<b>\$2,187</b>	2024
<a href="#">Dharamsala Animal Rescue</a>	CA	\$235,102	Chairman	\$120,000	<b>\$111,381</b>	2024
<a href="#">Cheshire Abbey</a>	MS	\$232,269	Exect Director	\$72,000	<b>\$86,196</b>	2024
<a href="#">North Dakota Wildlife Federation</a>	ND	\$231,568	Executive Director	\$70,467	<b>\$83,123</b>	2024
<a href="#">Delmar Farm Es Inc</a>	FL	\$231,557	President/executive Director	\$88,300	<b>\$91,798</b>	2023
<a href="#">Eden Animal Haven</a>	MO	\$231,536	Shelter Dir.	\$40,808	<b>\$46,459</b>	2024
<a href="#">Hope Animal Shelter</a>	AZ	\$236,021	President & Ceo	\$50,000	<b>\$53,215</b>	2023
<a href="#">South West Florida Horse Rescue Inc</a>	FL	\$231,421	Director	\$13,475	<b>\$14,009</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northern Oklahoma Humane Society</a>	OK	\$236,125	Executive Di	\$24,902	<b>\$30,345</b>	2023
<a href="#">Luna's House Inc</a>	MD	\$236,166	President	\$26,460	<b>\$26,591</b>	2024
<a href="#">Msrw</a>	MI	\$231,175	Executive Director	\$33,020	<b>\$37,717</b>	2023
<a href="#">Speak For Animals</a>	SC	\$236,332	President	\$7,262	<b>\$8,384</b>	2023
<a href="#">The Kibble Kitchen Pet Pantry Inc</a>	IN	\$236,512	Organizer	\$31,116	<b>\$35,271</b>	2024
<a href="#">The Oh Foundation</a>	OH	\$236,513	Secretary	\$90,000	<b>\$102,464</b>	2024
<a href="#">Rezq_Dogs</a>	MT	\$236,801	Shelter Director	\$42,715	<b>\$50,955</b>	2023
<a href="#">Protect 4 Paws Co</a>	KY	\$230,654	Shelter Director	\$17,628	<b>\$20,357</b>	2024
<a href="#">Caring About The Strays Cats Inc</a>	NY	\$230,538	President/secretary	\$24,750	<b>\$24,040</b>	2024
<a href="#">Critter Encounters</a>	CA	\$230,370	President & Ceo	\$25,200	<b>\$22,787</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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	<b>486</b> organizations. Compensation range \$685–\$621,299; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$233,734); for reference, expenses \$976,913 and assets \$612,080. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Meredith Beck, reported title <i>"VICE PRESIDENT OF DEVELOPMENT"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an</b>

**exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	99 <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 (Meredith Beck) 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 486 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$210,431 is reasonable (approximately the 100<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.