

New Hope Humane Society

Executive Director / CEO

EIN 830305303

WY · NTEE D20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Edith Claime, Executive Director / CEO** (\$41,642) 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 **68th** percentile of comparable organizations within the typical range

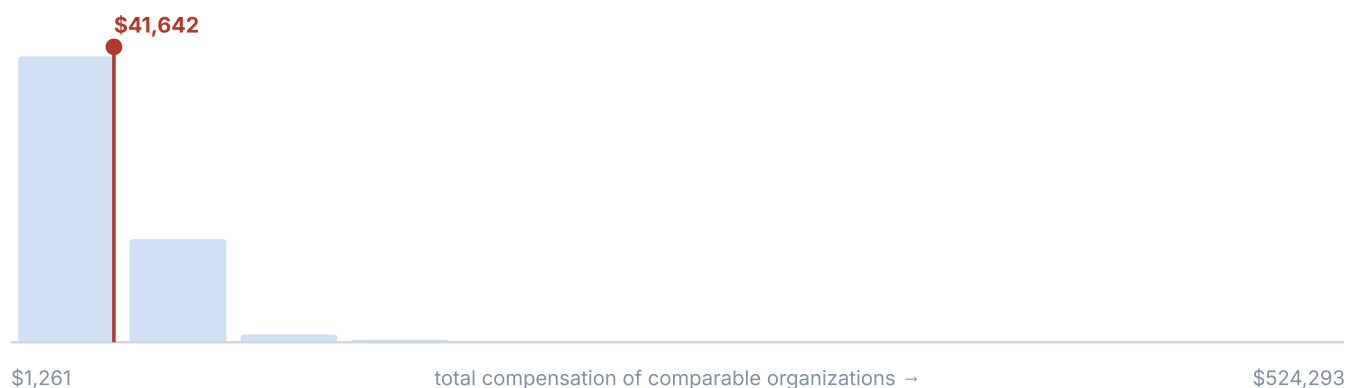
Benchmarked executive: Edith Claime — reported title "DIRECTOR/SEC", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20Z).
BUDGET	Total revenue between \$152,180 and \$340,702 — 0.67× to 1.50× the subject's \$227,135 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue.

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

Distribution of comparable compensation



\$7,539

\$16,422

\$29,764

\$47,552

\$60,986

\$41,642



■ 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 WY 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
Canyon Lake Animal Shelter Society	TX	\$226,982	Shelter Manager	\$35,350	\$31,248	2025
Lazy B Equine Rescue And Sanctuary	UT	\$226,726	Director	\$17,192	\$16,432	2023
Cavalier Rescue Of Alabama Inc	AL	\$227,631	Presidentco Founder	\$24,000	\$24,213	2023
Nassau County Spca Inc	NY	\$226,226	Executive Director	\$73,345	\$60,118	2024
Greater New Haven Cat Project Inc	CT	\$228,181	President	\$30,620	\$26,811	2023
Union County Humane Society	TN	\$228,181	Executive Director	\$55,937	\$54,909	2023
North American 3rs Collaborative Inc	CO	\$225,826	Executive Director	\$120,350	\$104,677	2024
Paradise Parrot Rescue Inc	AZ	\$228,529	Ceo	\$60,000	\$52,342	2024
Active K9 Rescue Foundation	UT	\$225,732	Director/secretary	\$11,203	\$10,401	2024
Gimme Shelter Animal Rescue Inc	NY	\$225,632	Executive Dir.	\$70,000	\$57,376	2024
Etosha Rescue & Adoption Center	TX	\$228,766	Director/president	\$4,000	\$3,629	2024
Underdog Heroes Inc	CA	\$229,357	Ceo	\$30,687	\$24,036	2024
Longview Paws	TX	\$229,420	Executive Di	\$54,808	\$49,731	2024
The Pet Adoption Center Of O C	CA	\$224,822	President	\$79,500	\$64,108	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gem City Kitties	OH	\$230,027	Executive Director	\$13,411	\$13,265	2023
Fulton County Humane Society	OH	\$224,188	Director	\$20,900	\$20,079	2024
Passion 4 Paws Company	VT	\$224,124	President	\$40,800	\$37,250	2024
Whiskers Rescue Inc	NJ	\$230,298	President	\$39,000	\$30,771	2025
Caring About The Strays Cats Inc	NY	\$230,538	President/secretary	\$24,750	\$20,287	2024
Protect 4 Paws Co	KY	\$230,654	Shelter Director	\$17,628	\$17,179	2024
Catskill Animal Rescue Inc	NY	\$223,313	Director	\$11,700	\$9,873	2023
Richardson Rescue	SC	\$223,100	Director/president	\$19,500	\$18,998	2023
South West Florida Horse Rescue Inc	FL	\$231,421	Director	\$13,475	\$11,822	2023
Eden Animal Haven	MO	\$231,536	Shelter Dir.	\$40,808	\$39,205	2024
Delmar Farm Es Inc	FL	\$231,557	President/executive Director	\$88,300	\$77,465	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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 \$1,261–\$524,293; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$227,135); for reference, expenses \$184,423 and assets \$713,610.
ROLE MATCH	Edith Claime, reported title " <i>DIRECTOR/SEC</i> ", 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	68 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	67 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 (Edith Claime) 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 \$41,642 is reasonable (approximately the 68th 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.