

A Friend Of Jack Rescue

Executive Director / CEO

EIN 852423946

CO · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alexandra Bradshaw, Executive Director / CEO** (\$57,333) against **every comparable organization** that fit the selection criteria — **412** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

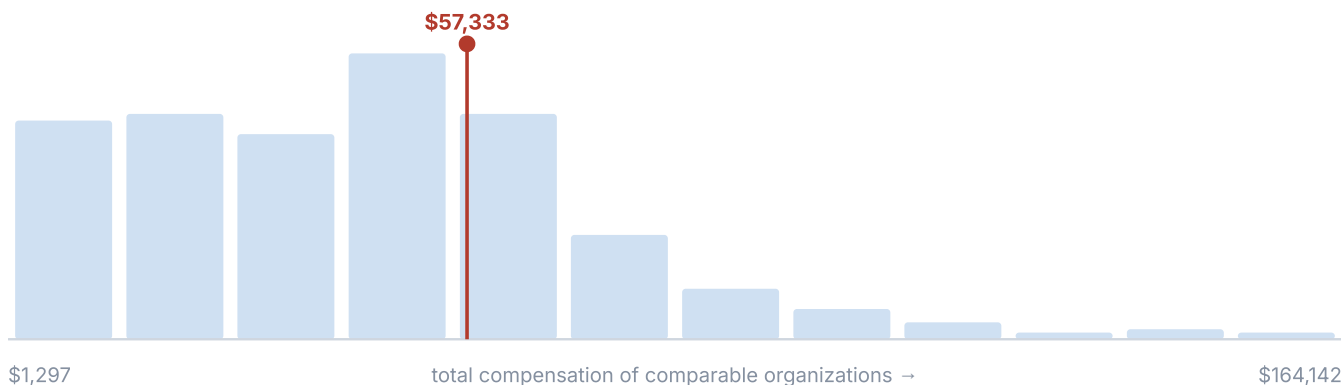
Benchmarked executive: Alexandra Bradshaw — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$251,818 and \$563,772 — 0.67x to 1.50x the subject's \$375,848 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

412 organizations qualified on sector, size, and geography → **412** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,790	\$23,940	\$43,925	\$62,418	\$79,518	\$57,333
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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
Cracker Box Palace Inc	NY	\$375,977	Farm Director	\$23,078	\$21,748	2024
Chasing Daylight Animal Shelter Inc	WI	\$375,277	Director	\$38,923	\$42,393	2024
Carrie A Seaman Animal Shelter Inc	MA	\$376,429	Treasurer	\$16,250	\$14,836	2025
Paws And Claws Rescue Inc	IL	\$375,174	Cat Care Manager	\$45,000	\$47,500	2023
Safe Harbor Animal Sanctuary	MO	\$373,701	Executive Dir.	\$19,188	\$21,195	2024
H U G S For Horses And Children	MI	\$378,217	President	\$69,172	\$74,459	2024
Tiny Hooves Rescue Inc	WI	\$378,500	President Until 09/12/24	\$12,254	\$13,346	2024
Remarkable Rescues Inc	FL	\$372,550	Vice President	\$39,000	\$38,209	2024
Free Animal Doctor Inc	CA	\$379,157	President	\$24,000	\$22,251	2023
Planned Pet-hood	TN	\$379,869	Executive Director	\$33,786	\$37,037	2024
Project Animalaid	CO	\$379,908	Executive Director	\$25,385	\$26,135	2023
Omega Horse Rescue And Rehabilitation	PA	\$371,753	Executive Director	\$35,100	\$35,563	2025
Foreverland Farm	OH	\$380,726	Interim Board President	\$25,000	\$27,614	2024
Caring For Cats Inc	MN	\$381,234	Executive Director	\$28,500	\$29,369	2024
Delta Animal Shelter	MI	\$369,806	Trustee/part	\$42,570	\$47,177	2023
Rescue Riders Pet Transport	TN	\$382,226	President	\$2,625	\$2,878	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dreamcatcher Ranch Horse Rescue Inc	FL	\$382,581	President	\$13,789	\$13,509	2024
Bobshouse 4dogs Inc	WI	\$382,618	Executive Dir.	\$46,654	\$52,314	2023
Lucky 13 Rescue Inc	MO	\$383,450	Executive Dir	\$60,000	\$66,275	2024
Animal Rescue And Foster Program Inc	NC	\$367,729	Executive Director	\$56,000	\$62,127	2023
Foxy And The Hounds	CA	\$384,779	President	\$102,500	\$92,305	2024
Sugarland Ranch Inc	NV	\$366,813	President	\$21,375	\$22,345	2024
Social Tees Animal Rescue Foundation In	NY	\$366,592	Executive Director	\$111,240	\$104,830	2024
Humane Society Of Noble County Inc	IN	\$386,131	Shelter Director	\$46,918	\$51,600	2024
Miami Animal Rescue Inc	FL	\$386,286	President	\$12,000	\$12,103	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 412 organizations. Compensation range \$1,297–\$164,142; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$375,848); for reference, expenses \$403,909 and assets \$42,280.

ROLE MATCH Alexandra Bradshaw, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	70 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	69 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 (Alexandra Bradshaw) 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 412 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,333 is reasonable (approximately the 70th 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.