

Omnah Foundation

Executive Director / CEO

EIN 853825948

VA · NTEE D31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joel Bremner, Executive Director / CEO** (\$68,000) against **every comparable organization** that fit the selection criteria — **233** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Joel Bremner — reported title "Associate Dir.", 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 (D31).
BUDGET	Total revenue between \$102,205 and \$228,819 — 0.67x to 1.50x the subject's \$152,546 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

233 organizations qualified on sector, size, and geography → **233** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,633	\$14,010	\$30,663	\$48,989	\$68,212	\$68,000
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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 VA 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
League For Animal Protection Inc	VA	\$152,059	Executive Director/cfo	\$66,152	\$66,152	2023
American College Of Veterinary	MI	\$153,368	Executive Vp	\$57,828	\$61,818	2023
Nevada County Pets In Need	CA	\$153,566	Director	\$36,885	\$32,041	2024
Endangered Species Protection Agency	UT	\$154,000	General Manager	\$12,000	\$12,355	2024
Harleys Hope Foundation	CO	\$154,409	Executive Director	\$26,088	\$25,165	2024
Rescued Pets Are Wonderful	MN	\$149,734	Director/president	\$36,660	\$36,440	2024
Kennel To Couch Inc	MD	\$149,067	President	\$22,917	\$22,190	2023
Greyhound Health Initiative	OH	\$147,941	President/ex	\$64,094	\$68,291	2024
Wolf Paws Inc	TN	\$147,379	President / Director	\$45,000	\$48,989	2023
Vets To Vets United Inc	NC	\$158,379	Executive Di	\$38,502	\$41,202	2023
Sixteen Hands Horse Sanctuary Inc	FL	\$158,857	President	\$11,232	\$10,615	2024
Haines Animal Rescue Kennel	AK	\$145,281	Executive Director	\$44,710	\$44,270	2023
Happy Paws Foundation	TN	\$159,943	Director	\$29,664	\$32,294	2023
Animal Rescue Connections	TX	\$160,585	Vice President	\$9,548	\$9,608	2024
Remiatte Foundation	CA	\$160,908	Secretary	\$66,500	\$57,766	2024
The Ryan Animal Rescue Foundation	RI	\$160,925	Executive Director	\$36,100	\$35,851	2023
Uplands Peak Sanctuary Inc	IN	\$143,446	Director Of Operations	\$39,288	\$41,679	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ark Incorporated	AL	\$143,433	Executive Director	\$6,202	\$6,939	2023
C A Maxey Appaloosa Heritage	MI	\$143,364	Board Member	\$48,000	\$51,312	2023
Pets On Wheels Inc	MD	\$162,752	Executive Director	\$70,375	\$66,187	2024
Southport Oak Island Animal Rescue	NC	\$141,617	Manager	\$33,943	\$36,324	2023
International Sea Turtle Society	NC	\$141,451	Secretary	\$2,500	\$2,784	2022
Finding Shelter Inc	PA	\$141,215	President	\$17,680	\$18,260	2023
Southern Paw Partners	SC	\$163,903	President	\$45,000	\$47,226	2024
Shark Team One Corp	FL	\$164,046	Director	\$18,720	\$18,214	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	233 organizations. Compensation range \$945–\$581,457; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$152,546); for reference, expenses \$151,131 and assets \$169,512.
ROLE MATCH	Joel Bremner, reported title <i>"Associate Dir."</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	6 peers 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	90 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	88 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 (Joel Bremner) 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 233 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,000 is reasonable (approximately the 90th 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.