

Ferret Association Of Connecticut Inc

Executive Director / CEO

EIN 061386567
 CT · NTEE D200
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **L Vanessa Gruden, Executive Director / CEO** (\$21,578) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

Benchmarked executive: L Vanessa Gruden — 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 (D200).

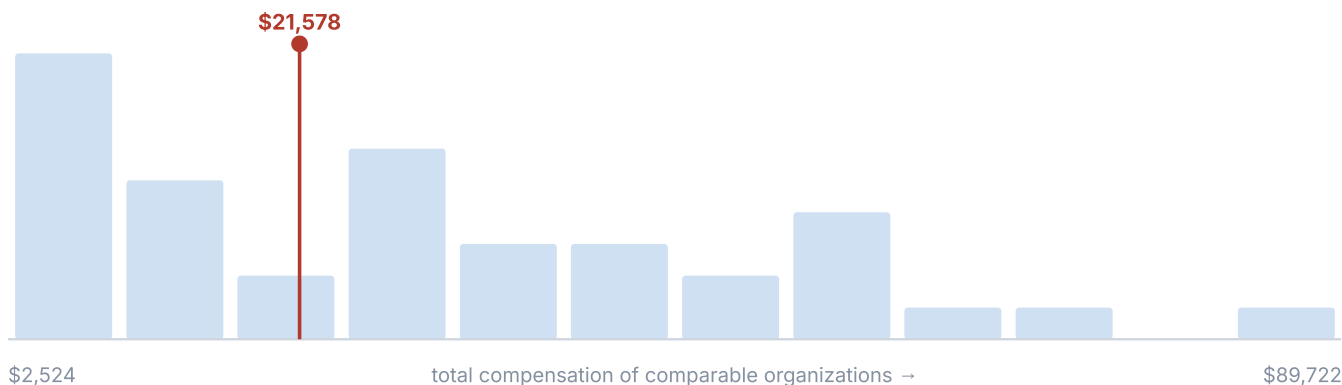
BUDGET Total revenue between \$51,421 and \$115,122 — 0.67x to 1.50x the subject's \$76,748 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,584

\$11,052

\$27,629

\$45,816

\$56,718

\$21,578



■ 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 CT 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
Companion Animal Foundation	CA	\$74,045	E.d.	\$24,000	\$22,103	2024
American Horse Protection Association Inc	VA	\$80,085	Executive Director	\$72,000	\$74,145	2024
Lagrange Troup County Humane Societ	GA	\$73,286	Executive Di	\$2,354	\$2,524	2024
Community Partnership For Pets Inc	NC	\$80,686	Founder/pres	\$50,000	\$55,101	2024
Pets Return Home	AZ	\$82,718	President	\$24,110	\$24,730	2024
The Buddy Fund Inc	NY	\$69,412	Director	\$8,300	\$7,999	2024
Animal Rescue And Care Fund Inc	OR	\$84,424	President	\$58,000	\$59,143	2023
Happy Paws Mobile Vet Clinic Inc	CO	\$86,062	Vice President	\$44,800	\$45,816	2024
Pulaski County Humane Society	MO	\$65,959	Shelter Manager	\$26,880	\$31,261	2023
Second Chance Rescue And Adoption Inc	NJ	\$87,873	President	\$7,750	\$7,598	2023
Pawsitive Beings Rescue Inc	FL	\$87,943	President	\$7,079	\$7,093	2024
Mayor's Alliance For Nyc's Animals Inc	NY	\$88,630	President/chairman	\$15,700	\$15,131	2024
Contented Critters	MN	\$92,288	Animal Rescue Director	\$36,540	\$39,645	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sophie Kerrigan For The Love Of	OH	\$92,564	Executive Di	\$25,000	\$29,074	2023
Paws For Life Inc	MD	\$92,903	Secretary/treasurer	\$9,150	\$9,124	2024
Humane Society Of Richland Wilkin Co	ND	\$60,587	Vice President	\$42,966	\$51,774	2023
Animal Placement Agency Of The Windsors	NJ	\$94,525	Manager	\$27,484	\$26,945	2023
Jessica's Haven And Rescue	CA	\$95,823	Secretary/coo/director	\$51,840	\$47,743	2024
Siamese Cat Rescue Center	VA	\$57,172	Exec Directo	\$54,085	\$54,261	2025
Scottsdale Equestrian Academy Inc	AZ	\$56,905	President	\$35,000	\$36,961	2023
Hairy Houdini Siberian Husky Rescue	MI	\$55,030	President	\$18,692	\$21,185	2023
Feline Rescue Network	CO	\$99,540	Secretary	\$6,901	\$7,058	2024
Puddy Tat Protectors Inc	TN	\$101,133	President	\$48,100	\$53,924	2024
Arm Sanctuary Inc	FL	\$101,520	Vice Preside	\$13,200	\$13,616	2023
Valley Shore Animal Welfare League	CT	\$103,295	Treasurer	\$3,044	\$3,134	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	37 organizations. Compensation range \$2,524–\$89,722; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$76,748); for reference, expenses \$56,058 and assets \$716,695.
ROLE MATCH	L Vanessa Gruden, reported title " <i>Executive Director</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	38 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 (L Vanessa Gruden) 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 37 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,578 is reasonable (approximately the 41st 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.