

Brigadoon Service Dogs

Executive Director / CEO

This analysis benchmarks the total compensation of **Kevin Ryan, Executive Director / CEO** (\$55,363) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Kevin Ryan — 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).

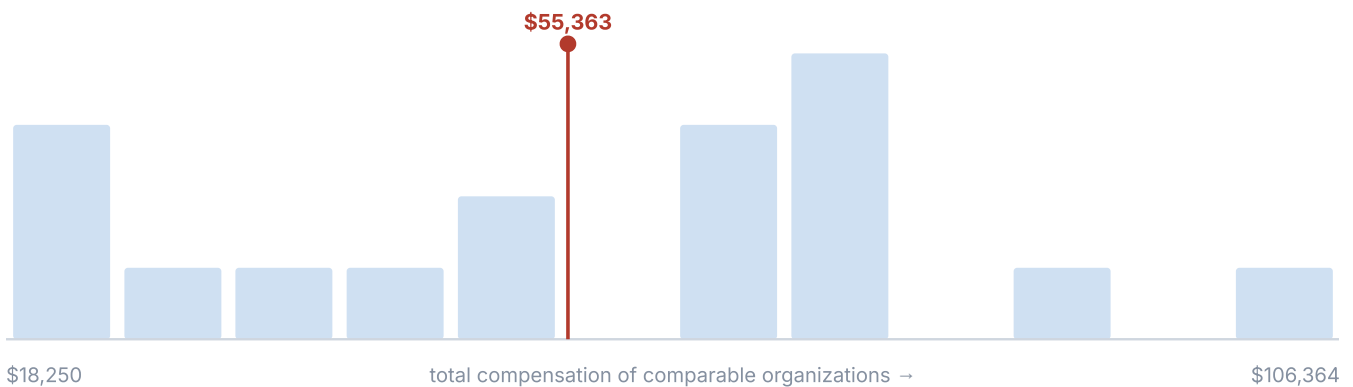
BUDGET Total revenue between \$296,706 and \$664,267 — 0.67x to 1.50x the subject's \$442,845 (the band tightens as size grows).

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

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,398	\$35,938	\$62,914	\$70,906	\$79,763	\$55,363
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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 WA 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
Progressive Animal Welfare Society	WA	\$456,867	Executive Director	\$18,250	\$18,250	2023
Sunny Skys Animal Rescue And Hospital	WA	\$475,506	President	\$27,942	\$27,140	2024
Seattle Animal Shelter Foundation	WA	\$407,890	Director Of Development	\$106,364	\$106,364	2023
Kitten Rescue Of Mason County	WA	\$396,894	Executive Director	\$23,847	\$23,163	2024
Church Of Pug	WA	\$512,431	Vice Chair	\$37,000	\$35,938	2024
Heartwood Haven	WA	\$517,763	Executive Director	\$62,914	\$62,914	2023
Sammamish Animal Sanctuary	WA	\$530,685	Barn Mgr	\$73,000	\$70,906	2024
South Pacific County Humane Society	WA	\$352,781	Shelter Manager	\$48,192	\$48,192	2023
Down The Stretch Ranch	WA	\$338,727	Executive Director	\$72,573	\$72,573	2023
Raven Rock Ranch	WA	\$550,048	Mho	\$77,667	\$75,439	2024
Orcas Animal Protection Society	WA	\$327,485	Executive Director	\$72,335	\$70,260	2024
Forgotten Dogs Rescue	WA	\$561,813	President	\$18,750	\$18,750	2023
Thurston County Humane Society	WA	\$318,563	Executive Director	\$68,863	\$66,887	2024
Cats Meow	WA	\$307,110	Executive Director	\$66,184	\$66,184	2023
Puget Sound Goat Rescue And Adoption	WA	\$300,712	Executive Director	\$45,554	\$44,247	2024
Saving Great Animals	WA	\$599,752	Director	\$86,250	\$86,250	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dog Gone Seattle	WA	\$639,140	Executive Dir.	\$54,583	\$54,583	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 17 organizations. Compensation range \$18,250–\$106,364; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$442,845); for reference, expenses \$734,287 and assets \$262,276. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	47 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	47 th
All sources (D + E + F), adjusted	47 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 (Kevin Ryan) 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 17 similarly situated organizations (Same NTEE sector (D20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,363 is reasonable (approximately the 47th 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.