

Camp Companion Inc

Executive Director / CEO

EIN 320165702
 MN · NTEE D20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michele Quandt, Executive Director / CEO** (\$53,669) against **every comparable organization** that fit the selection criteria — **424** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Michele Quandt — reported title "Executive Dir.", 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 \$319,609 and \$715,543 — 0.67x to 1.50x the subject's \$477,029 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue. |

424 organizations qualified on sector, size, and geography → **424** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$12,153 | \$26,704 | \$45,732 | \$62,864 | \$80,327 | \$53,669 |
|----------|----------|----------|----------|----------|----------|



● 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 MN 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 |
|---|-------|-----------|----------------------------|-----------------|-----------------|------|
| Almost Home Animal Rescue League | MI | \$476,413 | President | \$55,900 | \$58,392 | 2023 |
| Sunny Skys Animal Rescue And Hospital | WA | \$475,506 | President | \$27,942 | \$24,591 | 2024 |
| Animal Refuge Foundation | TX | \$475,195 | Secretary | \$37,520 | \$36,894 | 2024 |
| The Humane Society Of East Texas | TX | \$479,258 | Executive Di | \$1,500 | \$1,475 | 2024 |
| Denkai Animal Sanctuary | CO | \$480,162 | President | \$34,747 | \$33,719 | 2023 |
| All About Equine Animal Rescue Inc | CA | \$473,172 | President | \$18,000 | \$15,730 | 2023 |
| Progressive Animal Welfare Society | OH | \$481,137 | Op. Man. Non | \$28,288 | \$29,451 | 2024 |
| Macoupin County Adopt A Pet | IL | \$472,529 | Vp & Executive Director | \$23,400 | \$22,614 | 2024 |
| Freedom For Great Apes Inc | OR | \$472,184 | Secretary | \$26,618 | \$25,016 | 2023 |
| S Nipped | OR | \$471,924 | Vet Assist | \$39,076 | \$35,671 | 2024 |
| Companion Animal Protection Society | CA | \$471,804 | President And Chair | \$52,176 | \$44,288 | 2024 |
| Mustang Heritage Foundation | TN | \$483,027 | Interim Executive Director | \$88,747 | \$91,699 | 2024 |
| Chequamegon Humane Association | WI | \$470,331 | Executive Di | \$47,898 | \$49,173 | 2024 |
| Marion County Humane Society | WV | \$484,308 | Shelter Director | \$38,547 | \$39,969 | 2025 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|---------------------|-----------------|------------------|------|
| The Ferndale Cat Shelter | MI | \$484,446 | Executive Di | \$48,836 | \$49,550 | 2024 |
| Second Chance Shelter | AL | \$468,378 | President | \$11,769 | \$12,867 | 2023 |
| Primates Peru | CA | \$485,879 | Executive Director | \$128,154 | \$108,779 | 2024 |
| Pennsylvania State Animal Response Team | PA | \$467,730 | Executive Director | \$44,508 | \$43,630 | 2024 |
| Cozy Cat Cottage Adoption Center | OH | \$486,692 | Executive Di | \$51,950 | \$55,685 | 2023 |
| New England Equine Rescue - North Inc | MA | \$487,105 | President | \$52,091 | \$46,014 | 2024 |
| Alive Rescue Nfp | IL | \$487,183 | President | \$63,846 | \$63,523 | 2023 |
| Horse Protection Association Of | FL | \$465,948 | President & | \$140,000 | \$133,101 | 2023 |
| Sanaga-yong Chimpanzee Rescue | OR | \$488,181 | Exec Director/pres. | \$73,958 | \$67,513 | 2024 |
| Alliance For The Earth | NM | \$465,141 | President | \$63,824 | \$67,479 | 2024 |
| Karma Rescue | CA | \$464,824 | Executive Director | \$87,166 | \$76,173 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **424** organizations. Compensation range \$128–\$342,401; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$477,029); for reference, expenses \$504,581 and assets \$114,071.

| | |
|-----------------|--|
| ROLE MATCH | Michele Quandt, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 11 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 | 63 rd |
| Total compensation (D + F), as reported (no adjustments) | 62 nd |
| Reportable pay only (column D), adjusted | 64 th |
| All sources (D + E + F), adjusted | 62 nd |

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 (Michele Quandt) 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 424 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,669 is reasonable (approximately the 63rd 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.