

Grosse Pointe Animal Adoption

Executive Director / CEO

EIN 383347320

MI · NTEE D20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Corinne Martin, Executive Director / CEO** (\$52,928) against **every comparable organization** that fit the selection criteria — **421** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Corinne Martin — reported title “PRESIDENT”, 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 \$294,623 and \$659,605 — 0.67x to 1.50x the subject's \$439,737 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

421 organizations qualified on sector, size, and geography → **421** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,430	\$23,941	\$42,570	\$58,517	\$76,531	\$52,928
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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 MI 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
Happy Life Animal Rescue Inc	NY	\$439,716	Vice Preside	\$45,500	\$38,691	2024
Shiawassee County Humane	MI	\$439,892	Ex Director	\$62,887	\$61,083	2024
Lemhi County Humane Society	ID	\$438,767	Director	\$20,000	\$20,021	2024
Wild Rivers Animal Rescue	OR	\$438,495	Exc Director	\$55,000	\$46,826	2025
Animal Shelter Of Clarendon County Inc	SC	\$441,029	Director Of Shelter Operations	\$37,643	\$38,047	2023
Forever Loved Pet Sanctuary	AZ	\$441,425	President/executive Director	\$30,000	\$27,150	2024
Noahs Ark Spcahumane Society	TX	\$441,560	Executive Dir.	\$12,155	\$11,780	2023
Touched By An Animal	IL	\$437,442	Executive Director	\$72,853	\$67,400	2024
Brigadoon Service Dogs	WA	\$442,845	Executive Director	\$55,363	\$48,022	2023
Animal Rescue Mission	CA	\$442,945	President	\$87,600	\$73,285	2023
Project 2 Heal	NC	\$436,205	Executive Dir.	\$50,000	\$48,618	2024
Adoption First Animal Rescue	NC	\$435,564	Vice President	\$19,500	\$18,961	2024
The Pet Connection Incorporated	KS	\$443,913	President	\$12,000	\$12,200	2024
Humane Society Of Sandusky County	OH	\$435,115	Manager	\$49,619	\$49,455	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cove Animal Rescue Corporation	NY	\$444,436	Executive Director	\$26,612	\$22,630	2024
Heartland Humane Society Inc	SD	\$434,606	Executive Di	\$69,158	\$71,825	2024
Bella Vista Animal Shelter Inc	AR	\$434,379	Executive Director	\$40,804	\$43,161	2024
Barrio Dogs Inc	TX	\$445,165	President	\$64,668	\$60,874	2024
Green County Humane Society	WI	\$434,304	Executive Director	\$29,687	\$30,038	2023
Pets For Patriots Inc	NY	\$434,165	Founder & Chief Executive	\$134,382	\$114,272	2024
Humane Society Of Moultrie And	GA	\$445,336	Director Of	\$41,916	\$39,660	2024
Forpaws Spay & Neuter Clinic	CA	\$433,838	Ceo	\$39,820	\$32,358	2024
Animal Welfare Society Inc	CT	\$433,278	Shelter Manager	\$79,158	\$69,843	2024
Handover Rover	AZ	\$446,799	Director	\$51,877	\$46,950	2024
Horses Of Tir Na Nog	CA	\$432,472	Administrator	\$33,280	\$27,842	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **421** organizations. Compensation range \$122–\$327,786; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$439,737); for reference, expenses \$487,318 and assets \$2,246,698.
ROLE MATCH	Corinne Martin, reported title " <i>PRESIDENT</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	66 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	66 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 (Corinne Martin) 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 421 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,928 is reasonable (approximately the 66th 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.