

Lakes Area Humane Society Inc

Executive Director / CEO

EIN 411669372
 MN · NTEE D200
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Christin Klimek, Executive Director / CEO** (\$65,553) against **every comparable organization** that fit the selection criteria — **415** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

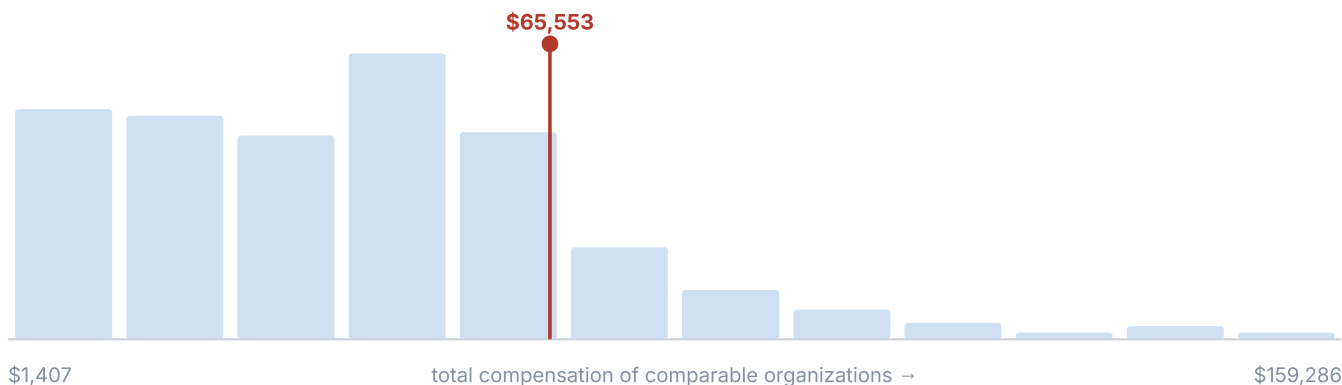
Benchmarked executive: Christin Klimek — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D200).
BUDGET	Total revenue between \$241,051 and \$539,668 — 0.67x to 1.50x the subject's \$359,779 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

415 organizations qualified on sector, size, and geography → **415** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,013	\$21,875	\$41,547	\$60,203	\$76,933	\$65,553
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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 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
Dogs On Deployment	CA	\$359,911	President, Ceo	\$59,236	\$51,766	2024
Happy Compromise Farm And Sanctuary	NY	\$360,070	President	\$15,600	\$14,688	2023
Freedom Ride Rescue	NC	\$359,014	Executive Director	\$23,400	\$25,192	2023
Bonapartes Retreat	TN	\$356,353	Vice Presidenttreasurer	\$20,043	\$21,321	2024
Bailing Out Benji	IA	\$363,212	President	\$70,751	\$78,400	2024
Organization For The Responsible	PA	\$363,279	President	\$1,900	\$1,868	2025
Hoovers Hause All Dog Rescue	MS	\$363,464	Key Employee	\$58,100	\$65,487	2024
Elfaro De Los Animales Inc	PR	\$355,982	Executive Director	\$40,022	\$40,022	2024
Vegas Roots Rescue	NV	\$363,855	President	\$4,500	\$4,565	2024
Brookings Regional Humane Society Inc	SD	\$363,863	Executive Dir.	\$68,006	\$75,957	2024
East Greenwich Animal Protection League Inc	RI	\$364,684	Executive Director	\$62,661	\$62,603	2023
Greenmore Farm Animal Rescue Inc	PA	\$354,282	President	\$136,631	\$134,338	2025
St Francis Pet Care Inc	FL	\$354,167	President	\$43,254	\$42,338	2023
Animal Shelter Of St Lucie County	FL	\$353,501	President	\$44,775	\$43,827	2023
Bettertogether Forever	CA	\$353,316	Executive Director	\$79,792	\$71,789	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Social Tees Animal Rescue Foundation In	NY	\$366,592	Executive Director	\$111,240	\$101,729	2024
South Pacific County Humane Society	WA	\$352,781	Shelter Manager	\$48,192	\$44,955	2023
Sugarland Ranch Inc	NV	\$366,813	President	\$21,375	\$21,684	2024
Animal Rescue And Foster Program Inc	NC	\$367,729	Executive Director	\$56,000	\$60,289	2023
Second Chance Sheridan Cat Rescue	WY	\$351,477	Director	\$23,846	\$26,605	2023
Assisi Animal Foundation	IL	\$351,325	Executive Dir.	\$30,000	\$29,079	2025
Westfield Homeless Cat Project	MA	\$350,652	President	\$52,000	\$47,290	2024
Nalas New Life Rescue Inc	FL	\$350,560	Executive Dir.	\$33,600	\$32,887	2023
Buckeye Bulldog Rescue	OH	\$350,497	Board President	\$82,450	\$90,988	2023
Oregon Pet Project	OR	\$350,457	Executive Director	\$43,076	\$40,484	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 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 415 organizations. Compensation range \$1,407–\$159,286; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$359,779); for reference, expenses \$300,796 and assets \$1,494,404.

ROLE MATCH	Christin Klimek, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	82 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 (Christin Klimek) 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 415 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,553 is reasonable (approximately the 83rd 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.