

Alliance For Contraception In Cats & Dogs

Executive Director / CEO

EIN 412185841

MI · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gary Evans, Executive Director / CEO** (\$110,000) against **every comparable organization** that fit the selection criteria — **420** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Gary Evans — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

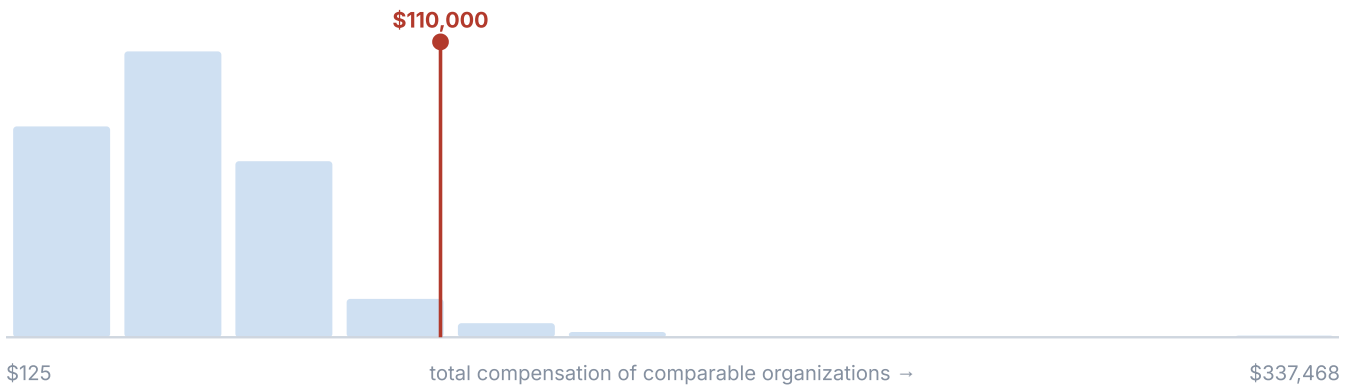
SECTOR Organizations sharing the subject's NTEE classification (D20).

BUDGET Total revenue between \$303,918 and \$680,413 — 0.67x to 1.50x the subject's \$453,609 (the band tightens as size grows).

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

420 organizations qualified on sector, size, and geography → **420** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,821	\$24,735	\$44,484	\$61,374	\$78,960	\$110,000
----------	----------	----------	----------	----------	-----------



● 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
Friends Of Metro Animal Services Inc	KY	\$453,895	Executive Director	\$42,294	\$44,023	2024
Little Guild Of St Francis	CT	\$452,636	Executive Director	\$110,000	\$99,923	2024
Pet Central Helps	IL	\$452,430	President	\$53,000	\$58,435	2021
Thompson River Animal Care Shelter	MT	\$452,210	Manager	\$39,540	\$41,293	2024
Union County Humane Society	OH	\$455,085	Director	\$64,615	\$68,263	2023
Carver Scott County Humane Society	MN	\$455,164	Former Executive Director	\$83,244	\$79,691	2024
North Country Spca Inc	NY	\$455,725	Executive Dir.	\$83,572	\$73,164	2024
Bradys K9 Fund	OH	\$451,323	President	\$49,410	\$50,702	2024
Helping Hands Humane Society	KS	\$450,922	Trustee	\$9,523	\$10,262	2023
Merwin Memorial Free Clinic For	MA	\$450,427	Treasurer	\$36,868	\$32,098	2024
Progressive Animal Welfare Society	WA	\$456,867	Executive Director	\$18,250	\$16,298	2023
Catio Cat Lounge Inc	TN	\$457,428	Secretary	\$6,133	\$6,246	2024
Hawk Ridge Bird Observatory Inc	MN	\$449,715	Executive Director	\$71,744	\$68,682	2024
French Bulldog Rescue Network	MA	\$449,069	Treasurer	\$5,000	\$4,353	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Humane Animal Care Coalition Inc	FL	\$458,692	President	\$11,000	\$10,012	2024
Potters Angels Rescue Inc	VT	\$448,227	Executive Dir.	\$2,500	\$2,438	2024
Ric Obarrys Dolphin Project	FL	\$447,609	President	\$60,300	\$56,503	2023
Strength Of Shadow Dog Rescue Inc	CA	\$447,518	Ceo	\$10,803	\$9,038	2024
Peace 4 Animals	TX	\$447,109	President &	\$150,000	\$145,370	2024
Handover Rover	AZ	\$446,799	Director	\$51,877	\$48,336	2024
Bright Promises Foundation	IL	\$461,402	Executive Director	\$109,992	\$104,765	2024
Humane Society Of Moultrie And	GA	\$445,336	Director Of	\$41,916	\$40,832	2024
Barrio Dogs Inc	TX	\$445,165	President	\$64,668	\$62,672	2024
Cove Animal Rescue Corporation	NY	\$444,436	Executive Director	\$26,612	\$23,298	2024
Rawley Project	OR	\$462,900	Executive Dir.	\$76,388	\$68,727	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 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 **420** organizations. Compensation range \$125–\$337,468; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$453,609); for reference, expenses \$349,559 and assets \$1,162,534.

ROLE MATCH	Gary Evans, 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	97 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	97 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 (Gary Evans) 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 420 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,000 is reasonable (approximately the 97th 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.