

Blank Park Endowment Corporation

Executive Director / CEO

EIN 460705129
 IA · NTEE D115
 FY ending 2024-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Anne Shimerdla, Executive Director / CEO** (\$13,732) against **every comparable organization** that fit the selection criteria — **505** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Anne Shimerdla — reported title "FOUNDATION CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

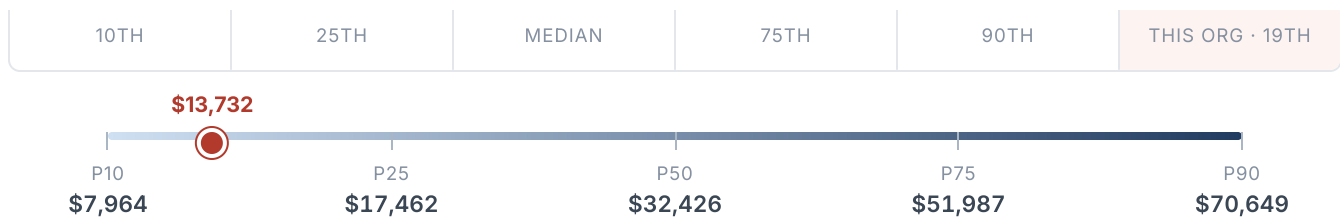
SECTOR	Organizations sharing the subject's NTEE classification (D115).
BUDGET	Total revenue between \$164,165 and \$367,534 — 0.67x to 1.50x the subject's \$245,023 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

505 organizations qualified on sector, size, and geography → **505** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,964	\$17,462	\$32,426	\$51,987	\$70,649	\$13,732
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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 IA 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
Chatham Animal Rescue And Education Inc	NC	\$245,038	Executive Dir.	\$34,913	\$33,920	2023
Little Bear Sanctuary	FL	\$245,123	Executive Officer	\$33,000	\$28,313	2024
Izaak Walton League Of America Inc	IN	\$245,211	Recording Se	\$17,935	\$17,784	2023
Paw Fund	CA	\$244,770	Director	\$60,000	\$47,318	2024
Growth And Development Services Inc	NY	\$245,297	Founder & Executive Director	\$36,000	\$29,710	2024
Feral Friends Community Cat Alliance	TX	\$245,383	President	\$50,000	\$47,028	2023
Have-a-heart Humane Society	CA	\$245,478	President	\$16,315	\$12,867	2024
Indy Neighborhood Cats Inc	IN	\$245,759	Executive Director	\$14,201	\$14,081	2023
Snap Cats	CA	\$244,110	Executive Dir.	\$60,008	\$48,722	2023
Lowcountry Marine Mammal Network	SC	\$243,982	President	\$60,000	\$55,693	2025
Troopers Treasures	TN	\$246,238	President	\$10,828	\$10,395	2024
For Pets Sake Rescue	MS	\$243,686	President	\$3,200	\$3,255	2024
Spay Asap Inc	VT	\$246,452	President And Treasurer	\$130,897	\$120,328	2024
Utah Archery Association	UT	\$246,541	President	\$2,500	\$2,406	2023
Bad Rap	CA	\$242,664	Ceo	\$100,564	\$79,308	2024
Greyhounds In Motion Inc	FL	\$247,902	Import Specialist	\$48,000	\$41,183	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pride Veterinary Medical Community	CA	\$248,114	Ceo	\$74,000	\$60,083	2023
Otra-mas Inc	CA	\$241,780	Exe. Director	\$15,360	\$12,471	2023
Mutts & Meows Rescue	TX	\$248,506	Director, President	\$65,003	\$61,140	2023
River Otter Ecology Project	CA	\$241,321	Executive Director	\$97,104	\$76,579	2024
Rocco's Heartland Rescue Inc	SC	\$241,020	President	\$7,500	\$7,146	2024
Misfits Of Oz Farm Sanctuary	NM	\$240,982	Executive Dir.	\$27,691	\$27,201	2024
Red Lake Rosie's Rescue Inc	MN	\$240,921	Treasurer	\$15,800	\$14,680	2023
Paws Of Grays Harbor	WA	\$240,779	Executive Director	\$59,378	\$48,552	2024
Second Leash On Life Inc	GA	\$249,445	Director	\$16,250	\$15,363	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 505 organizations. Compensation range \$583–\$527,890; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$245,023); for reference, expenses \$511,201 and assets \$9,682,393. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Anne Shimerdla, reported title "*FOUNDATION CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	19 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Anne Shimerdla) 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 505 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,732 is reasonable (approximately the 19th 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.