

# Canine Inspired Change

Executive Director / CEO

EIN 460972575  
 MN · NTEE D20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Danielle Graczyk, Executive Director / CEO** (\$53,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

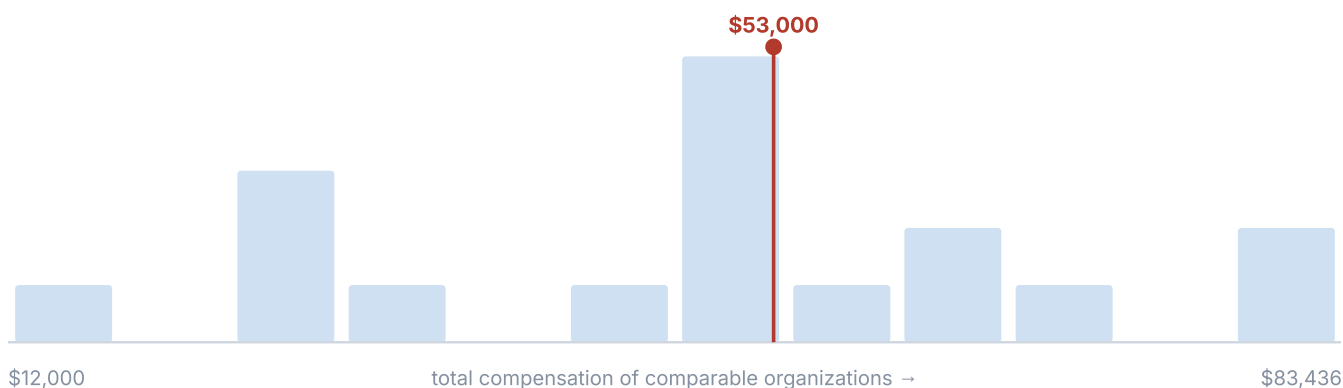
Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (D20).
- BUDGET Total revenue between \$274,133 and \$613,731 — 0.67x to 1.50x the subject's \$409,154 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (D20) + MN + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$26,206</b> 10TH	<b>\$31,082</b> 25TH	<b>\$51,000</b> MEDIAN	<b>\$60,000</b> 75TH	<b>\$74,154</b> 90TH	<b>\$53,000</b> THIS ORG · 59TH
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## ■ Comparable organizations

P50
P75
P90

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\$26,206
\$31,082
\$51,000
\$60,000
\$74,154

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Spots Last Stop Inc	MN	\$398,172	<b>\$83,436</b>	990
Caring For Cats Inc	MN	\$381,234	<b>\$27,682</b>	990
Hawk Ridge Bird Observatory Inc	MN	\$449,715	<b>\$69,686</b>	990
Carver Scott County Humane Society	MN	\$455,164	<b>\$80,856</b>	990
Lakes Area Humane Society Inc	MN	\$359,779	<b>\$63,672</b>	990
Camp Companion Inc	MN	\$477,029	<b>\$53,669</b>	990
Minnesota Humane Society	MN	\$333,757	<b>\$60,000</b>	990
My Pit Bull Is Family	MN	\$319,945	<b>\$53,830</b>	990
Happy Tails Rescue Foundation	MN	\$312,524	<b>\$50,265</b>	990
Blue Earth Nicollet County Humane	MN	\$516,587	<b>\$29,366</b>	990
Crossroads Animal Shelter	MN	\$300,241	<b>\$51,042</b>	990
Mesabi Humane Society	MN	\$292,449	<b>\$23,991</b>	990
Twin Cities Pet Rescue	MN	\$286,893	<b>\$31,082</b>	990
Great River Rescue	MN	\$556,828	<b>\$43,717</b>	990
No Dog Left Behind	MN	\$589,873	<b>\$51,000</b>	990
Humane Society Of The Lakes	MN	\$595,518	<b>\$49,598</b>	990
Healing Hearts Rescue	MN	\$609,471	<b>\$12,000</b>	990

## ■ 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$12,000–\$83,436; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$409,154); for reference, expenses \$268,058 and assets \$358,314.
ROLE MATCH	Danielle Graczyk, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	59 <sup>th</sup>

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 (Danielle Graczyk) 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 17 similarly situated organizations (Same NTEE sector (D20) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,000 is reasonable (approximately the 59<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data ([apps.irs.gov](https://apps.irs.gov)); IRS Business Master File (NTEE classification). 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.