

Catskill Animal Rescue Inc

Executive Director / CEO

EIN 465633984

NY · NTEE D20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joanne Gerow, Executive Director / CEO** (\$11,700) against **every comparable organization** that fit the selection criteria — **300** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

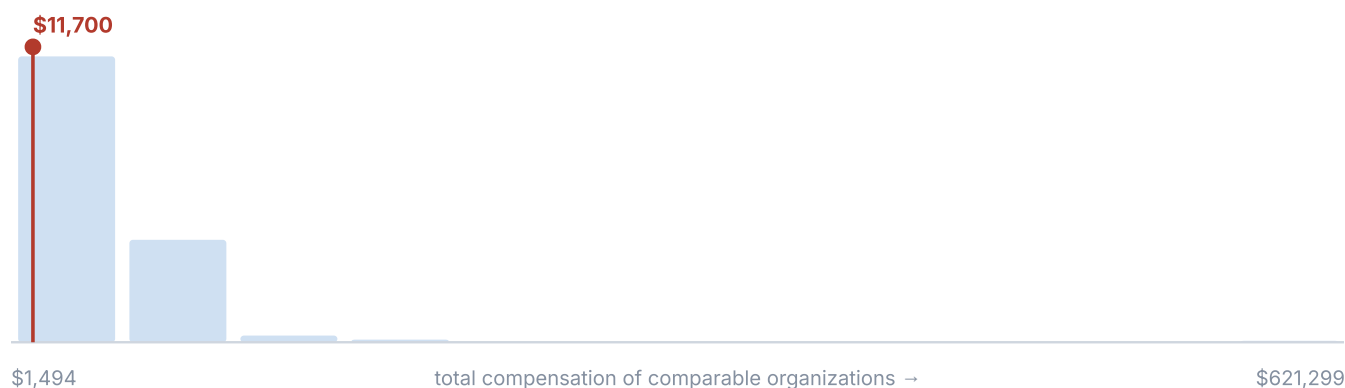
Benchmarked executive: Joanne Gerow — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$149,619 and \$334,969 — 0.67x to 1.50x the subject's \$223,313 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

300 organizations qualified on sector, size, and geography → **300** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,494

total compensation of comparable organizations →

\$621,299

\$9,195

\$19,466

\$35,451

\$56,090

\$72,042

\$11,700



● 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 NY 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
Richardson Rescue	SC	\$223,100	Director/president	\$19,500	\$22,513	2023
Glacial Lakes Humane Society And Shelter	SD	\$222,530	Executive Director	\$50,962	\$62,242	2023
Passion 4 Paws Company	VT	\$224,124	President	\$40,800	\$44,142	2024
Epic Outreach Inc	FL	\$222,482	Director	\$44,400	\$44,834	2024
Fulton County Humane Society	OH	\$224,188	Director	\$20,900	\$23,794	2024
The Pet Adoption Center Of O C	CA	\$224,822	President	\$79,500	\$75,970	2023
Gimme Shelter Animal Rescue Inc	NY	\$225,632	Executive Dir.	\$70,000	\$67,992	2024
Active K9 Rescue Foundation	UT	\$225,732	Director/secretary	\$11,203	\$12,325	2024
Emmet County Animal Shelter Inc	IA	\$220,878	Kennel Manager	\$19,385	\$23,489	2023
North American 3rs Collaborative Inc	CO	\$225,826	Executive Director	\$120,350	\$124,045	2024
Jp Farm Animal Sanctuary Inc	CT	\$220,694	Vice President	\$38,290	\$39,730	2023
Nassau County Spca Inc	NY	\$226,226	Executive Director	\$73,345	\$71,241	2024
Sea Biscuit Wildlife Shelter Inc	NC	\$220,169	Executive Director	\$12,000	\$12,984	2025
Lazy B Equine Rescue And Sanctuary	UT	\$226,726	Director	\$17,192	\$19,472	2023
Beagle Rescue Inc	CA	\$219,695	Secretary/treasurer	\$43,700	\$41,760	2023
Canyon Lake Animal Shelter Society	TX	\$226,982	Shelter Manager	\$35,350	\$37,030	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Coastal Pet Rescue Inc	GA	\$219,522	Executive Dir.	\$25,961	\$28,887	2023
New Hope Humane Society	WY	\$227,135	Director/sec	\$41,642	\$49,347	2023
Cavalier Rescue Of Alabama Inc	AL	\$227,631	Presidentco Founder	\$24,000	\$28,693	2023
A Just World	WA	\$218,534	Org. Strategist	\$58,224	\$56,033	2024
Greater New Haven Cat Project Inc	CT	\$228,181	President	\$30,620	\$31,772	2023
Union County Humane Society	TN	\$228,181	Executive Director	\$55,937	\$65,068	2023
Paradise Parrot Rescue Inc	AZ	\$228,529	Ceo	\$60,000	\$62,026	2024
Etosha Rescue & Adoption Center	TX	\$228,766	Director/president	\$4,000	\$4,301	2024
Northern New Mexico Street Homeless	NM	\$217,766	Executive Di	\$58,920	\$70,130	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	300 organizations. Compensation range \$1,494–\$621,299; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$223,313); for reference, expenses \$203,148 and assets \$61,780.
ROLE MATCH	Joanne Gerow, reported title <i>"Director"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	14 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	14 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 (Joanne Gerow) 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 300 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,700 is reasonable (approximately the 14th 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.