

Friends Of Camden Animal Shelter

Executive Director / CEO

EIN 521720581

NJ · NTEE D200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kahtleen Leary, Executive Director / CEO** (\$5,048) against **every comparable organization** that fit the selection criteria — **319** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kahtleen Leary — reported title “FORMER 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 \$156,530 and \$350,442 — 0.67x to 1.50x the subject's \$233,628 (the band tightens as size grows).

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

319 organizations qualified on sector, size, and geography

→ **319** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,863	\$20,393	\$37,995	\$58,715	\$75,144	\$5,048
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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 NJ 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
Beaverhead Animal Shelter	MT	\$233,176	Executive Dir.	\$22,100	\$27,470	2023
Blooper Animal Rescue & Transport Incorporated	FL	\$233,145	Executive Director	\$29,966	\$31,529	2024
Humane Society Of Greene County Inc	PA	\$232,935	Executive Director	\$53,790	\$60,079	2024
Canopy Cat Rescue	WA	\$234,586	Founder/cat Rescuer	\$80,400	\$83,004	2023
Friends Of Ncvma Foundation Inc	NC	\$232,527	Secretary/treasurer	\$1,970	\$2,280	2024
Vintage Racers For Rescues Inc	NC	\$234,877	President	\$26,000	\$30,978	2023
Cheshire Abbey	MS	\$232,269	Exect Director	\$72,000	\$89,814	2024
Dharamsala Animal Rescue	CA	\$235,102	Chairman	\$120,000	\$116,057	2024
Delmar Farm Es Inc	FL	\$231,557	President/executive Director	\$88,300	\$95,651	2023
Eden Animal Haven	MO	\$231,536	Shelter Dir.	\$40,808	\$48,409	2024
South West Florida Horse Rescue Inc	FL	\$231,421	Director	\$13,475	\$14,597	2023
Hope Animal Shelter	AZ	\$236,021	President & Ceo	\$50,000	\$55,449	2023
Northern Oklahoma Humane Society	OK	\$236,125	Executive Di	\$24,902	\$31,619	2023
Luna's House Inc	MD	\$236,166	President	\$26,460	\$27,707	2024
Speak For Animals	SC	\$236,332	President	\$7,262	\$8,735	2023
The Kibble Kitchen Pet Pantry Inc	IN	\$236,512	Organizer	\$31,116	\$36,752	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Oh Foundation	OH	\$236,513	Secretary	\$90,000	\$106,765	2024
Protect 4 Paws Co	KY	\$230,654	Shelter Director	\$17,628	\$21,212	2024
Caring About The Strays Cats Inc	NY	\$230,538	President/secretary	\$24,750	\$25,049	2024
Rezq Dogs	MT	\$236,801	Shelter Director	\$42,715	\$53,094	2023
Whiskers Rescue Inc	NJ	\$230,298	President	\$39,000	\$37,995	2025
Gem City Kitties	OH	\$230,027	Executive Director	\$13,411	\$16,379	2023
Longview Paws	TX	\$229,420	Executive Di	\$54,808	\$61,405	2024
Underdog Heroes Inc	CA	\$229,357	Ceo	\$30,687	\$29,679	2024
Resilient Hearts Animal Sanctuary	WA	\$238,040	Executive Director	\$37,430	\$38,642	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	319 organizations. Compensation range \$1,557–\$647,378; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$233,628); for reference, expenses \$451,675 and assets \$319,450. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kahtleen Leary, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	6 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	6 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 (Kahtleen Leary) 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 319 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,048 is reasonable (approximately the 6th 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.