

Humane Society Of Lake County Inc

Executive Director / CEO

EIN 591602575

FL · NTEE D200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Angie Klein, Executive Director / CEO** (\$50,390) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

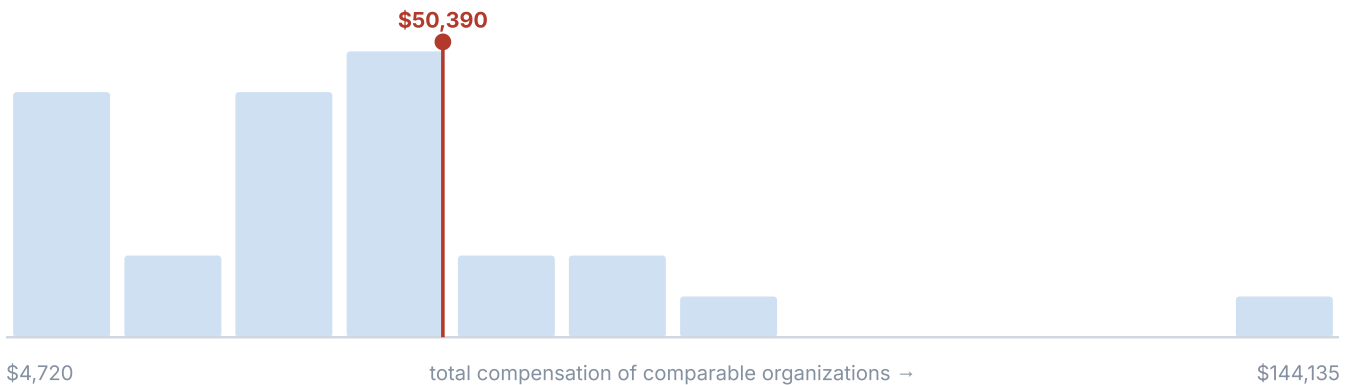
Benchmarked executive: Angie Klein — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D200).
BUDGET	Total revenue between \$233,126 and \$521,925 — 0.67x to 1.50x the subject's \$347,950 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20) + FL + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,820	\$20,054	\$39,000	\$48,379	\$67,507	\$50,390
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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 FL 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
Nalas New Life Rescue Inc	FL	\$350,560	Executive Dir.	\$33,600	\$34,592	2023
Animal Shelter Of St Lucie County	FL	\$353,501	President	\$44,775	\$46,098	2023
St Francis Pet Care Inc	FL	\$354,167	President	\$43,254	\$44,532	2023
Wags & Whiskers Pet Rescue Inc	FL	\$333,600	President	\$28,400	\$28,400	2024
Guayabo Animal Rescue Fdn Inc	FL	\$325,962	Executive Di	\$48,000	\$48,000	2024
Remarkable Resques Inc	FL	\$372,550	Vice President	\$39,000	\$39,000	2024
Dreamcatcher Ranch Horse Rescue Inc	FL	\$382,581	President	\$13,789	\$13,789	2024
Miami Animal Rescue Inc	FL	\$386,286	President	\$12,000	\$12,354	2023
Hillsborough County Pet	FL	\$303,119	Executive Director	\$77,308	\$75,315	2025
Florida Urgent Rescue	FL	\$401,223	Executive Director	\$36,000	\$37,063	2023
All About Elephantsinc	FL	\$285,172	Director	\$8,050	\$8,050	2024
Humane Society Of South Brevard Inc	FL	\$284,819	President	\$20,308	\$20,908	2023
Small Lives Matter Kitten Rescue Inc	FL	\$281,247	President	\$65,000	\$65,000	2024
Suncoast Primate Sanctuary Foundation Inc	FL	\$431,256	Director	\$5,000	\$5,000	2024
Jefferson County Humane Society Inc	FL	\$264,281	President	\$41,600	\$41,600	2024
Animal Rescue Fund Inc	FL	\$262,916	President	\$73,154	\$71,268	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ric Obarrys Dolphin Project	FL	\$447,609	President	\$60,300	\$62,081	2023
Greyhounds In Motion Inc	FL	\$247,902	Import Specialist	\$48,000	\$48,000	2024
Little Bear Sanctuary	FL	\$245,123	Executive Officer	\$33,000	\$33,000	2024
The Wright Ranch Rescue Inc	FL	\$239,553	President	\$19,200	\$19,200	2024
Humane Animal Care Coalition Inc	FL	\$458,692	President	\$11,000	\$11,000	2024
Blooper Animal Rescue & Transport Incorporated	FL	\$233,145	Executive Director	\$29,966	\$29,966	2024
Horse Protection Association Of	FL	\$465,948	President &	\$140,000	\$144,135	2023
Humane Society At Lakewood Ranch Inc	FL	\$494,430	Shelter Director	\$48,757	\$48,757	2024
600 Million Stray Dogs	FL	\$498,330	Ceo, President	\$43,030	\$43,030	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 27 organizations. Compensation range \$4,720–\$144,135; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$347,950); for reference, expenses \$311,631 and assets \$1,803,322.

ROLE MATCH Angie Klein, reported title "*Executive Dir.*", 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 1 peer 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	78 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	74 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 (Angie Klein) 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 27 similarly situated organizations (Same NTEE sector (D20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,390 is reasonable (approximately the 78th 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.