

Caribbean Canine Academy

Executive Director / CEO

EIN 660918146
 PR · NTEE D61
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Cheryl Deloach, Executive Director / CEO** (\$32,000) against **every comparable organization** that fit the selection criteria — **624** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

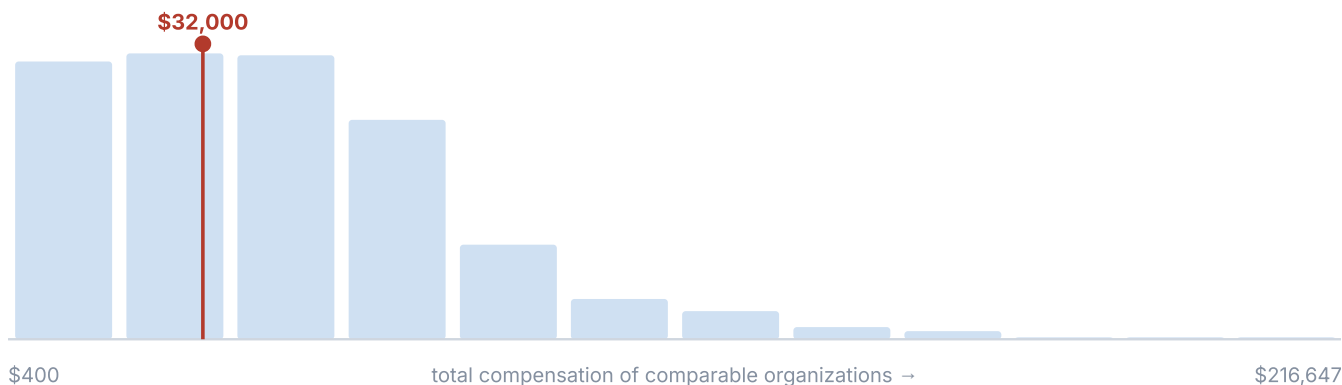
Benchmarked executive: Cheryl Deloach — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D61).
BUDGET	Total revenue between \$215,398 and \$482,236 — 0.67x to 1.50x the subject's \$321,491 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

624 organizations qualified on sector, size, and geography → **624** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,000	\$20,000	\$40,775	\$61,281	\$83,379	\$32,000
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Military Animal Project	CA	\$321,711	Co-founder/executive Direc	\$42,000	\$43,241	2023
Wwwpilotsnpawsorg Inc	SC	\$321,196	Executive Director	\$146,540	\$150,868	2023
Friends Of Normie Rescue	CA	\$321,126	Managing Dir.	\$2,885	\$2,885	2024
Pet Assistance League Store	CO	\$322,134	Executive Dir.	\$34,570	\$34,570	2024
Breeder Release Adoption Service	CO	\$320,681	Director	\$14,400	\$14,825	2023
Sharks Pacific	CA	\$322,725	Ceo	\$67,148	\$69,131	2023
Wild Wings Inc	NY	\$320,133	Director	\$49,479	\$50,940	2023
My Pit Bull Is Family	MN	\$319,945	Executive Director	\$53,830	\$55,420	2023
Kamins Farm Sanctuary	IL	\$319,817	Executive Di	\$58,000	\$58,000	2024
Gentle Giants	CA	\$319,643	President	\$30,000	\$30,000	2024
The Nancy A Shaw Foundation Inc	GA	\$319,572	Executive Di	\$35,000	\$36,034	2023
Pet Assistance Foundation	CA	\$323,505	Director	\$16,187	\$16,187	2024
Iowa Wildlife Center	IA	\$323,654	Executive Dir.	\$5,000	\$5,148	2023
Aruba Flight Volunteers Inc	NY	\$319,071	President	\$49,980	\$51,456	2023
A Hope Inc	FL	\$318,886	Presidentceo	\$32,714	\$32,714	2024
Fur-angel Foundation	HI	\$318,660	President	\$27,000	\$27,798	2023
Domesti-pups	NE	\$318,642	President	\$14,400	\$14,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thurston County Humane Society	WA	\$318,563	Executive Director	\$68,863	\$68,863	2024
Idaho Wildlife Federation	ID	\$324,561	Executive Director (Jan-may)	\$44,235	\$44,235	2024
Wagging Tails Rescue	NV	\$324,734	Executive Di	\$72,230	\$72,230	2024
A New Chance Animal Rescue Inc	NY	\$318,086	President	\$65,000	\$65,000	2024
Jay County Humane Society Inc	IN	\$325,350	Consultant/director	\$33,846	\$33,846	2024
Louisiana Wildlife Federation	LA	\$325,758	Executive Director	\$85,785	\$88,319	2023
Brown Paws Rescue	WI	\$317,107	Ceo	\$22,000	\$22,650	2023
Guayabo Animal Rescue Fdn Inc	FL	\$325,962	Executive Di	\$48,000	\$48,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PR 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. 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	624 organizations. Compensation range \$400–\$216,647; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$321,491); for reference, expenses \$263,570 and assets \$63,386.
ROLE MATCH	Cheryl Deloach, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	39 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	37 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 (Cheryl DeLoach) 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 10, 2026, comparing compensation against 624 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,000 is reasonable (approximately the 39th 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 10, 2026.