

Canyon Lake Animal Shelter Society

Executive Director / CEO

EIN 742889260
TX · NTEE D200
FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Ginger Duryea, Executive Director / CEO** (\$35,350) 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 **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Ginger Duryea — reported title “Shelter manager”, 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 (D200).

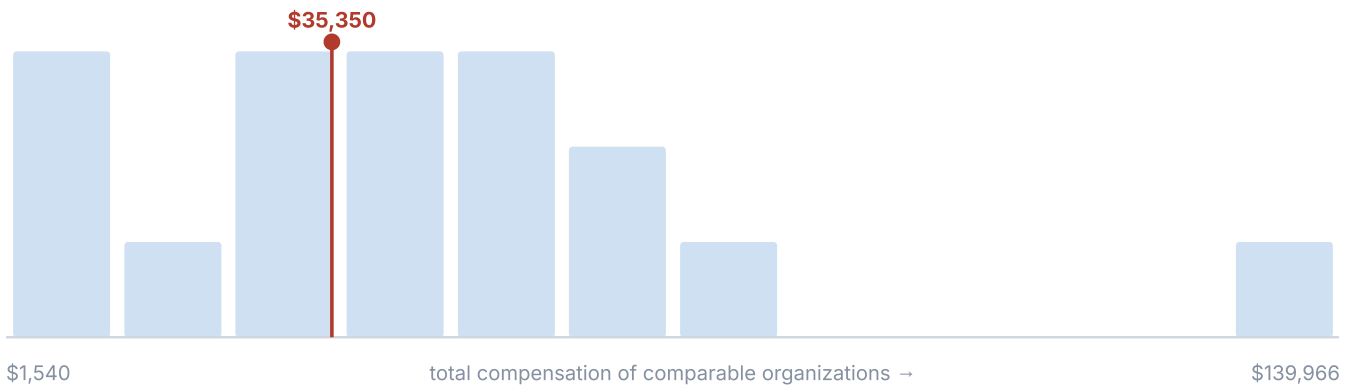
BUDGET Total revenue between \$152,077 and \$340,473 — 0.67x to 1.50x the subject's \$226,982 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20) + TX + 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



\$7,523

\$25,251

\$44,363

\$56,716

\$69,889

\$35,350



● 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 TX 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
Etosha Rescue & Adoption Center	TX	\$228,766	Director/president	\$4,000	\$4,106	2024
Longview Paws	TX	\$229,420	Executive Di	\$54,808	\$56,258	2024
Nowzad Dogs Nfp	TX	\$216,388	President	\$55,254	\$56,716	2024
Great Pyrenees Rescue Society Inc	TX	\$214,729	Director	\$33,000	\$34,874	2023
Feral Friends Community Cat Alliance	TX	\$245,383	President	\$50,000	\$52,839	2023
Mutts & Meows Rescue	TX	\$248,506	Director, President	\$65,003	\$68,694	2023
Simple Sparrow	TX	\$252,007	Founder	\$18,000	\$19,022	2023
Hope Lives Here	TX	\$196,111	President	\$43,219	\$44,363	2024
Humane Society Of Young County Inc	TX	\$260,815	Shelter Dir.	\$25,326	\$26,764	2023
Zdr3	TX	\$275,245	Executive Director	\$136,358	\$139,966	2024
Canine Classmates	TX	\$175,054	Ceo	\$69,833	\$71,681	2024
New Hope Animal Rescue Nfp	TX	\$283,776	Pres & Exec Dir	\$24,600	\$25,251	2024
Second Chance Spca	TX	\$286,402	Director Of Operations	\$43,400	\$45,864	2023
Petvet Relief Inc	TX	\$165,046	President	\$1,500	\$1,540	2024
Animal Rescue Connections	TX	\$160,585	Vice President	\$9,548	\$9,801	2024
The Long Way Home Inc	TX	\$316,953	Executive Director	\$61,500	\$64,992	2023
Second Chance Farm	TX	\$338,118	President	\$36,000	\$36,953	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2025 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 TX 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 17 organizations. Compensation range \$1,540–\$139,966; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$226,982); for reference, expenses \$166,840 and assets \$161,807.

ROLE MATCH Ginger Duryea, reported title "*Shelter manager*", 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.**

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	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	41 st

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 (Ginger Duryea) 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) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,350 is reasonable (approximately the 41st 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.