

Stanwood Wildlife Sanctuary

Executive Director / CEO

EIN 010277845

ME · NTEE D340

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Grayson Richmond, Executive Director / CEO** (\$38,000) against **every comparable organization** that fit the selection criteria — **111** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

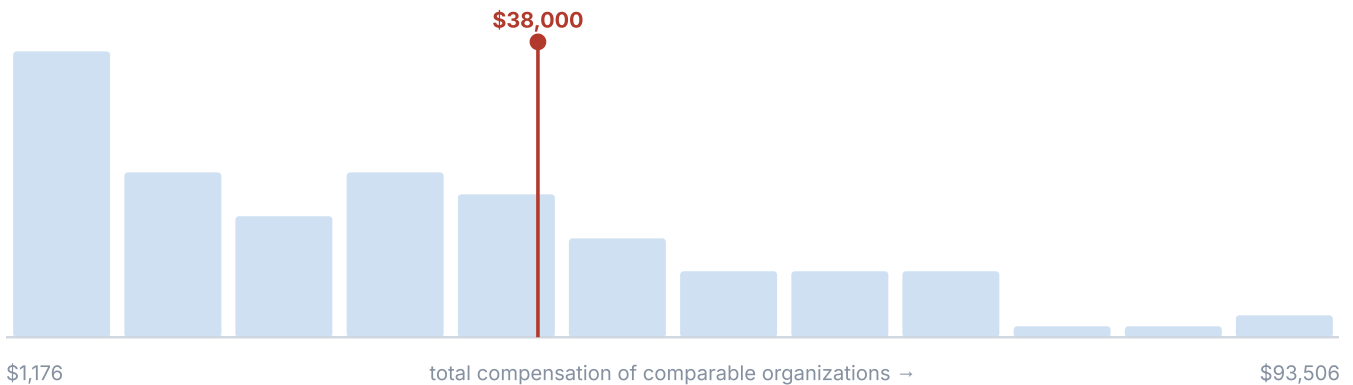
Benchmarked executive: Grayson Richmond — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D340).
BUDGET	Total revenue between \$72,159 and \$161,550 — 0.67x to 1.50x the subject's \$107,700 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

111 organizations qualified on sector, size, and geography → **111** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,560	\$9,617	\$25,428	\$41,140	\$60,183	\$38,000
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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), normalized to ME 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
Baby Kitten Rescue	CA	\$108,397	Director, Ce	\$12,000	\$10,348	2024
Lions Tigers & Bears Inc	FL	\$106,991	President	\$14,400	\$13,908	2023
Harry A Biszantz Memorial Center	CA	\$108,711	President	\$30,000	\$25,870	2024
Chance Shelter	AZ	\$108,815	President &	\$10,800	\$10,373	2024
Leaders For Ethics Animals & The	CA	\$106,134	Secretary &	\$100,000	\$84,011	2025
Alturas Wildlife Sanctuary Inc	FL	\$109,294	President	\$10,000	\$9,658	2023
On Call Community Rescue For Animals	OR	\$105,734	President	\$42,000	\$40,102	2023
Pet Rescue Pilots	CA	\$105,089	Executive Director	\$36,000	\$31,961	2023
Seniors Pet Assistance Network	TX	\$110,496	Executive Director	\$33,337	\$33,303	2024
Rescue K9-1-1 Inc	AL	\$111,394	President	\$12,000	\$12,947	2024
New York Therapy Animals Inc	NY	\$111,789	Executive Director	\$42,956	\$38,764	2024
Francis Halbrook Hensley Animal Shelter	TN	\$103,574	Shelter Director	\$25,635	\$26,910	2024
Country Roads Animal Rescue Society	OK	\$103,547	Founder	\$5,000	\$5,498	2024
Valley Shore Animal Welfare League	CT	\$103,295	Treasurer	\$3,044	\$2,935	2023
Sunrise Service Dogs Inc	CO	\$102,293	Executive Director	\$61,045	\$60,183	2023
Dekati Giving	CO	\$101,966	President	\$40,000	\$38,304	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Turkey Federation Foundation	DC	\$101,768	President	\$80,466	\$70,517	2024
Arm Sanctuary Inc	FL	\$101,520	Vice Preside	\$13,200	\$12,750	2023
li Northeast Fishery Sector li	MA	\$113,975	Manager	\$101,206	\$93,506	2023
Farm Animal Care Coalition Of In	TN	\$113,999	Secretary	\$55,125	\$59,575	2023
Whippet Health Foundation Inc	MA	\$114,173	Director	\$5,081	\$4,560	2024
Puddy Tat Protectors Inc	TN	\$101,133	President	\$48,100	\$50,492	2024
Kitticcino Charities	OH	\$114,311	Chief Executive Officer	\$34,782	\$37,876	2023
Arizona Mule Deer	AZ	\$100,758	Ceo Field Director	\$67,310	\$66,556	2023
K9line Inc	FL	\$100,283	Ceo/member	\$48,750	\$45,736	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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	111 organizations. Compensation range \$1,176–\$93,506; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$107,700); for reference, expenses \$79,660 and assets \$1,154,717.
ROLE MATCH	Grayson Richmond, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	70 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	68 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 (Grayson Richmond) 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 111 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,000 is reasonable (approximately the 70th 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.