

# Crash's Landing

Executive Director / CEO

EIN 061646360

MI · NTEE D20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robin Weber, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **409** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 51<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Robin Weber — reported title "1721 Graham Ct NW Grand Rapids, MI 49504", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

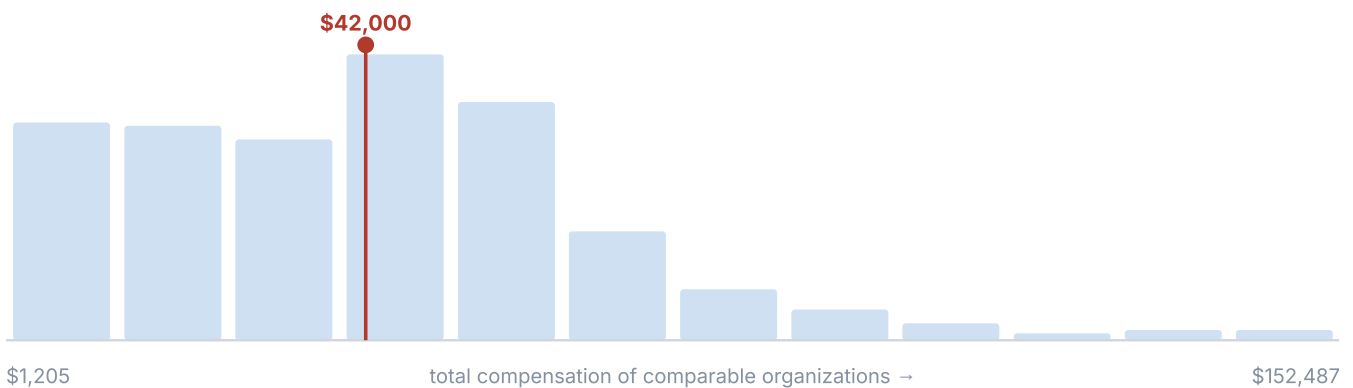
**SECTOR** Organizations sharing the subject's NTEE classification (D20).

**BUDGET** Total revenue between \$262,404 and \$587,472 — 0.67x to 1.50x the subject's \$391,648 (the band tightens as size grows).

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

**409** organizations qualified on sector, size, and geography → **409** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,656

\$22,652

\$41,786

\$58,148

\$75,070

**\$42,000**



## ● 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 MI 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
<a href="#">Wee Companions</a>	CA	\$391,299	President	\$71,438	<b>\$59,764</b>	2024
<a href="#">Charlie's Angels Saving Animals Inc</a>	TN	\$390,924	President	\$26,850	<b>\$27,343</b>	2024
<a href="#">Pearl's Place</a>	TX	\$390,772	Director	\$42,050	<b>\$40,752</b>	2024
<a href="#">Colorado Springs All Breed Rescue</a>	CO	\$390,375	Executive Di	\$28,500	<b>\$26,476</b>	2024
<a href="#">Species Unite 23 Inc</a>	NY	\$389,469	President	\$125,000	<b>\$112,665</b>	2023
<a href="#">Etowah Valley Humane Society Inc</a>	GA	\$394,728	Executive Director	\$72,010	<b>\$70,148</b>	2024
<a href="#">No More Chasin Tails</a>	VA	\$388,364	President	\$45,708	<b>\$42,758</b>	2024
<a href="#">The Therapet Animal Assisted</a>	TX	\$388,287	Executive Dir.	\$69,996	<b>\$67,836</b>	2024
<a href="#">Watching Over Whiskers</a>	MO	\$395,235	President And Ceo	\$80,000	<b>\$82,092</b>	2024
<a href="#">Midwest Animal Resq</a>	MO	\$395,358	President	\$95,000	<b>\$97,484</b>	2024
<a href="#">Humane Society Of Rowan County</a>	NC	\$395,854	Vice Preside	\$1,800	<b>\$1,855</b>	2023
<a href="#">Rory To The Rescue Inc</a>	CA	\$387,425	Ceo	\$60,751	<b>\$50,824</b>	2024
<a href="#">Calvert Animal Welfare League Inc</a>	MD	\$387,321	Director	\$5,400	<b>\$4,891</b>	2024
<a href="#">Lifeline Of Galveston County</a>	TX	\$396,066	Executive Director & Board President	\$32,664	<b>\$31,656</b>	2024
<a href="#">Green Lake Area Animal Shelter Ltd</a>	WI	\$396,338	Board Member	\$53,778	<b>\$54,413</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kitten Rescue Of Mason County</a>	WA	\$396,894	Executive Director	\$23,847	<b>\$20,685</b>	2024
<a href="#">Kitty Cottage Adoption Center Inc</a>	PA	\$386,385	Director	\$3,770	<b>\$3,642</b>	2024
<a href="#">Miami Animal Rescue Inc</a>	FL	\$386,286	President	\$12,000	<b>\$11,244</b>	2023
<a href="#">Humane Society Of Noble County Inc</a>	IN	\$386,131	Shelter Director	\$46,918	<b>\$47,936</b>	2024
<a href="#">Humane Society Of Westmoreland County</a>	PA	\$398,055	President & Treasurer	\$18,652	<b>\$18,021</b>	2024
<a href="#">Spots Last Stop Inc</a>	MN	\$398,172	Manager	\$85,900	<b>\$82,234</b>	2024
<a href="#">Foxy And The Hounds</a>	CA	\$384,779	President	\$102,500	<b>\$85,750</b>	2024
<a href="#">Lucky 13 Rescue Inc</a>	MO	\$383,450	Executive Dir	\$60,000	<b>\$61,569</b>	2024
<a href="#">Bobshouse 4dogs Inc</a>	WI	\$382,618	Executive Dir.	\$46,654	<b>\$48,600</b>	2023
<a href="#">Dreamcatcher Ranch Horse Rescue Inc</a>	FL	\$382,581	President	\$13,789	<b>\$12,550</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 409 organizations. Compensation range \$1,205–\$152,487; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$391,648); for reference, expenses \$271,988 and assets \$546,779.

ROLE MATCH	Robin Weber, reported title "1721 Graham Ct NW Grand Rapids, MI 49504", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	51 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	50 <sup>th</sup>

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 (Robin Weber) 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 409 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 51<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.