

Florida Exotic Bird Sanctuary Inc

Executive Director / CEO

EIN 200839145

FL · NTEE D32

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Patricia R Norton, Executive Director / CEO** (\$60,002) against **every comparable organization** that fit the selection criteria — **640** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Patricia R Norton — reported title “PRESIDENTCEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D32).
BUDGET	Total revenue between \$306,367 and \$685,897 — 0.67x to 1.50x the subject's \$457,265 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

640 organizations qualified on sector, size, and geography → **640** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,640	\$27,329	\$49,052	\$67,849	\$88,191	\$60,002
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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
Wildlife Sanctuary Of Northwest	FL	\$457,165	Executive Di	\$32,515	\$32,515	2023
Catio Cat Lounge Inc	TN	\$457,428	Secretary	\$6,133	\$6,665	2024
National Shellfisheries Association		\$456,929	Jsr Editor	\$74,400	\$72,265	2024
International Veterinary Acupuncture	TX	\$457,655	Executive Director	\$91,021	\$94,140	2024
Emerald Coast Wildlife Refuge Inc	FL	\$456,869	Executive Director	\$43,200	\$43,200	2023
Progressive Animal Welfare Society	WA	\$456,867	Executive Director	\$18,250	\$17,393	2023
Tails For Life Inc	WI	\$457,673	Director	\$12,678	\$13,690	2024
Humane Animal Care Coalition Inc	FL	\$458,692	President	\$11,000	\$10,684	2024
North Country Spca Inc	NY	\$455,725	Executive Dir.	\$83,572	\$78,081	2024
The Science And Conservation Center Inc	MT	\$455,472	Executive Director	\$94,233	\$105,025	2024
Idaho Reptile Zoo Inc	ID	\$455,171	President	\$47,616	\$53,920	2023
Carver Scott County Humane Society	MN	\$455,164	Former Executive Director	\$83,244	\$85,047	2024
Union County Humane Society	OH	\$455,085	Director	\$64,615	\$72,850	2023
Old Dominion Humane Society	VA	\$459,875	President	\$28,500	\$28,452	2024
Friends Of Metro Animal Services Inc	KY	\$453,895	Executive Director	\$42,294	\$46,982	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance For Contraception In Cats & Dogs	MI	\$453,609	President	\$110,000	\$117,392	2024
Compassionate Action For Animals	MN	\$461,060	Executive Di	\$53,403	\$54,559	2024
Wildlife Rescue Center	MO	\$461,084	Executive Director	\$61,410	\$69,237	2023
Bright Promises Foundation	IL	\$461,402	Executive Director	\$109,992	\$111,805	2024
Animal Protection New Mexico Inc	NM	\$461,652	President	\$14,084	\$15,662	2024
National Deer Association Group Return	GA	\$461,866	President & Ceo	\$9,525	\$9,903	2024
Little Guild Of St Francis	CT	\$452,636	Executive Director	\$110,000	\$106,638	2024
Pet Central Helps	IL	\$452,430	President	\$53,000	\$62,363	2021
Thompson River Animal Care Shelter	MT	\$452,210	Manager	\$39,540	\$44,069	2024
Archives Of Falconry Inc	ID	\$462,335	Executive Director	\$97,276	\$106,993	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 2023 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 640 organizations. Compensation range \$134–\$360,147; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$457,265); for reference, expenses \$469,806 and assets \$1,388,276.

ROLE MATCH	Patricia R Norton, reported title " <i>PRESIDENTCEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	64 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	61 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 (Patricia R Norton) 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 13, 2026, comparing compensation against 640 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,002 is reasonable (approximately the 64th 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 13, 2026.