

# Animal Protection New Mexico Inc

Executive Director / CEO

EIN 260042048

NM · NTEE D112

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elisabeth Jennings, Executive Director / CEO** (\$14,084) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Elisabeth Jennings — 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 (D112).

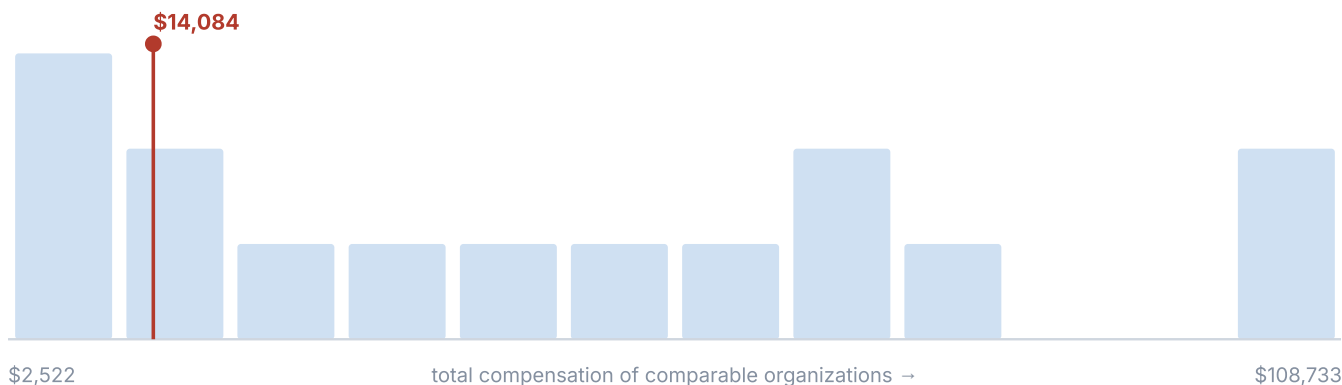
**BUDGET** Total revenue between \$309,306 and \$692,478 — 0.67x to 1.50x the subject's \$461,652 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D11), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,474	\$13,616	\$46,055	\$67,717	\$94,016	\$14,084
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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 NM 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="#">Lukuru Wildlife Research Foundation</a>	OH	\$483,545	President	\$60,000	<b>\$59,085</b>	2024
<a href="#">Humane Pennsylvania Foundation</a>	PA	\$418,232	Ceo	\$9,534	<b>\$8,840</b>	2024
<a href="#">Friends Of Baton Rouge Zoo</a>	LA	\$520,248	Executive Director	\$106,207	<b>\$108,733</b>	2024
<a href="#">Cedar Creek Lake Friends Of The Animals</a>	TX	\$522,196	President	\$36,000	<b>\$33,481</b>	2024
<a href="#">El Paso Zoological Society</a>	TX	\$398,248	Executive Dir.	\$112,971	<b>\$105,068</b>	2024
<a href="#">Misty Meadows Foundation Inc</a>	MA	\$537,033	Executive Director	\$3,018	<b>\$2,522</b>	2024
<a href="#">Oklahoma Wildlife Conservation</a>	OK	\$537,659	Ceo	\$75,640	<b>\$77,439</b>	2024
<a href="#">Friends Of The Waikiki Aquarium</a>	HI	\$541,723	Interim Executive Director	\$57,068	<b>\$48,908</b>	2023
<a href="#">Zoological Society Of Buffalo</a>	NY	\$550,697	President/ceo	\$33,670	<b>\$28,288</b>	2024
<a href="#">Hunt Hill Nature Center Inc</a>	WI	\$599,152	Executive Director	\$67,590	<b>\$65,630</b>	2024
<a href="#">Animal House Fund</a>	MO	\$607,691	Executive Director	\$45,426	<b>\$46,055</b>	2023
<a href="#">Valley Zoological Endowment</a>	TX	\$618,280	Secretary	\$14,276	<b>\$13,277</b>	2024
<a href="#">Cheyenne Animal Shelter Services</a>	WY	\$639,530	Ceo	\$6,403	<b>\$6,563</b>	2023
<a href="#">Friends Of The Animal Center Foundation</a>	IA	\$678,148	Executive Director	\$68,569	<b>\$69,804</b>	2024
<a href="#">Friends Of Campbell County Tennessee Animals</a>	TN	\$682,796	Board Member	\$14,657	<b>\$13,955</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 NM 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

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**PEER COUNT** 15 organizations. Compensation range \$2,522–\$108,733; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$461,652); for reference, expenses \$216,762 and assets \$5,128,399. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Elisabeth Jennings, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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

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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 (Elisabeth Jennings) 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 15 similarly situated organizations (Same NTEE sector (D11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,084 is reasonable (approximately the 33<sup>rd</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.