

# Foundation For Western Fish And Wildlife

Executive Director / CEO

EIN 262849591  
 ID · NTEE D30  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Dr Zachary Lowe, Executive Director / CEO** (\$7,693) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

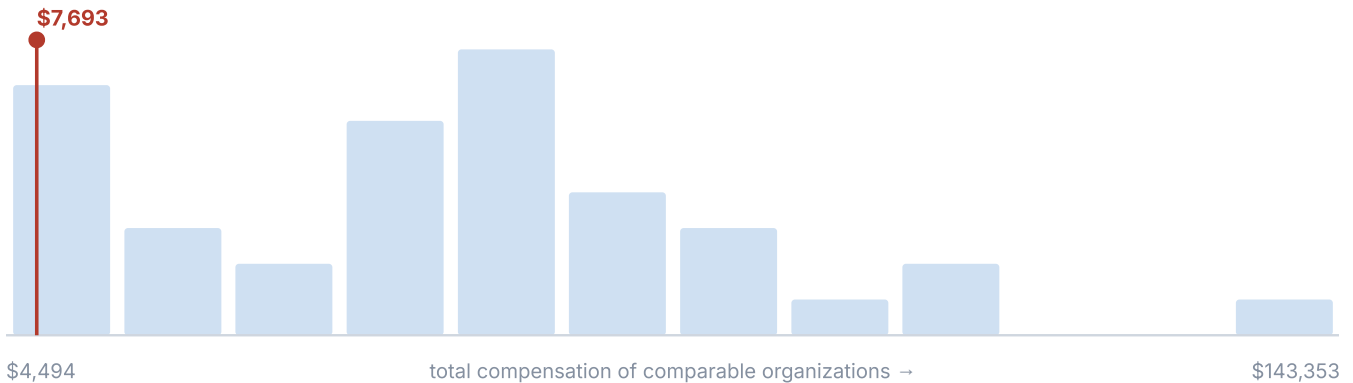
**Benchmarked executive:** Dr Zachary Lowe — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D30).
BUDGET	Total revenue between \$240,686 and \$538,849 — 0.67x to 1.50x the subject's \$359,233 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,716	\$26,248	\$52,256	\$64,398	\$88,613	<b>\$7,693</b>
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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 ID 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="#">Orca Conservancy</a>	WA	\$357,694	Executive Director	\$72,120	<b>\$60,698</b>	2024
<a href="#">Northern Colorado Wildlife Center</a>	CO	\$380,828	Licensed Wildlife Rehabilitator	\$46,012	<b>\$41,474</b>	2024
<a href="#">The Cloud Foundation</a>	CO	\$336,342	Executive Director	\$71,444	<b>\$64,398</b>	2024
<a href="#">Lower Nehalem Community Trust</a>	OR	\$328,533	Executive Dir.	\$38,232	<b>\$33,375</b>	2024
<a href="#">Loudoun Wildlife Conservancy</a>	VA	\$393,437	Executive Director (From 06/24)	\$47,874	<b>\$43,453</b>	2024
<a href="#">Idaho Wildlife Federation</a>	ID	\$324,561	Executive Director (Jan-may)	\$44,235	<b>\$44,235</b>	2024
<a href="#">Iowa Wildlife Center</a>	IA	\$323,654	Executive Dir.	\$5,000	<b>\$5,299</b>	2023
<a href="#">Wyoming Wild Sheep Foundation</a>	WY	\$313,455	Executive Director	\$70,417	<b>\$70,882</b>	2024
<a href="#">Mzuri Wildlife Foundation</a>	CA	\$417,839	Executive Director (End 8/24)	\$120,340	<b>\$97,683</b>	2024
<a href="#">Prairie Wildlife Research Inc</a>	WI	\$298,766	Executive Director	\$76,960	<b>\$75,555</b>	2024
<a href="#">Philadelphia Metro Wildlife Center Inc</a>	PA	\$297,973	President	\$28,000	<b>\$26,248</b>	2024
<a href="#">Open Door Bird Sanctuary</a>	WI	\$295,913	Executive Director	\$53,228	<b>\$52,256</b>	2024
<a href="#">Orang Utan Republik Foundation Inc</a>	CA	\$295,262	President	\$12,000	<b>\$9,741</b>	2024
<a href="#">Lois E Womer Foundation</a>	NJ	\$290,730	Co-trustee	\$6,893	<b>\$5,785</b>	2024
<a href="#">Animal Education And Rescue Nfp</a>	IL	\$286,406	President	\$53,879	<b>\$49,793</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Global Conservation Force Inc</a>	CA	\$280,841	President	\$54,731	<b>\$44,426</b>	2024
<a href="#">Alaska Nannut Co-management Council</a>	AK	\$438,406	At-large Member	\$5,250	<b>\$4,858</b>	2023
<a href="#">Texas Foundation For Conservation</a>	TX	\$440,000	Executive Director	\$152,450	<b>\$143,353</b>	2024
<a href="#">Raptor View Research Institute</a>	MT	\$442,311	Executive Di	\$82,928	<b>\$84,031</b>	2024
<a href="#">Last Chance Forever</a>	TX	\$271,565	Director	\$30,004	<b>\$28,214</b>	2024
<a href="#">Cougar Fund Inc</a>	WY	\$269,890	Managing Director	\$100,000	<b>\$100,661</b>	2024
<a href="#">Inland Nw Wildlife Council</a>	WA	\$449,169	Executive Director	\$17,235	<b>\$14,505</b>	2024
<a href="#">Beavers Northwest</a>	WA	\$264,826	Executive Director	\$65,006	<b>\$56,326</b>	2023
<a href="#">The Science And Conservation Center Inc</a>	MT	\$455,472	Executive Director	\$94,233	<b>\$95,487</b>	2024
<a href="#">Wildlife Rescue Center</a>	MO	\$461,084	Executive Director	\$61,410	<b>\$62,949</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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** 37 organizations. Compensation range \$4,494–\$143,353; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$359,233); for reference, expenses \$299,569 and assets \$769,797.

<b>ROLE MATCH</b>	Dr Zachary Lowe, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	<b>11<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>11<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>0<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>97<sup>th</sup></b>

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 (Dr Zachary Lowe) 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 37 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,693 is reasonable (approximately the 11<sup>th</sup> 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.