

# Last Chance For Arkansas Animals

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kari Erwin, Executive Director / CEO** (\$3,400) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Kari Erwin — 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 (D20).
BUDGET	Total revenue between \$93,083 and \$208,396 — 0.67x to 1.50x the subject's \$138,931 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

**118** organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,643	\$9,456	\$23,289	\$37,067	\$55,092	<b>\$3,400</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 AR 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="#">Owl Moon Raptor Center Inc</a>	MD	\$138,761	Officer	\$33,600	<b>\$27,144</b>	2024
<a href="#">Borderland Humane Society</a>	MN	\$138,141	Facility Man	\$7,353	<b>\$6,278</b>	2024
<a href="#">Creative Acres Inc</a>	CO	\$138,016	President	\$3,800	<b>\$3,149</b>	2024
<a href="#">Medina Raptor Center</a>	OH	\$136,782	Exec Directo	\$35,513	<b>\$32,503</b>	2024
<a href="#">Kentucky Lab Rescue Inc</a>	KY	\$136,780	President	\$5,400	<b>\$5,161</b>	2023
<a href="#">Finding Shelter Inc</a>	PA	\$141,215	President	\$17,680	<b>\$15,685</b>	2023
<a href="#">Alley Animals Inc</a>	MD	\$136,481	President	\$17,225	<b>\$14,914</b>	2022
<a href="#">Rowena Wildlife Clinic</a>	OR	\$136,292	President/secretary	\$6,260	<b>\$5,172</b>	2023
<a href="#">Southport Oak Island Animal Rescue</a>	NC	\$141,617	Manager	\$33,943	<b>\$31,202</b>	2023
<a href="#">Crawford County Humane Society</a>	IL	\$134,467	President	\$30,380	<b>\$25,808</b>	2024
<a href="#">Ark Incorporated</a>	AL	\$143,433	Executive Director	\$6,202	<b>\$5,961</b>	2023
<a href="#">Because Animals Matter</a>	UT	\$134,071	Adoption Man	\$27,301	<b>\$24,858</b>	2023
<a href="#">Therapy Dogs Of Santa Barbara Inc</a>	CA	\$133,863	—	\$39,897	<b>\$29,770</b>	2024
<a href="#">Humane Society Of Moab Valley</a>	UT	\$133,487	Executive Di	\$58,044	<b>\$51,335</b>	2024
<a href="#">Divine Canines</a>	TX	\$133,127	Executive Director	\$62,877	<b>\$54,350</b>	2024
<a href="#">Haines Animal Rescue Kennel</a>	AK	\$145,281	Executive Director	\$44,710	<b>\$38,028</b>	2023
<a href="#">Animal Victory Disaster &amp; Abuse Fund</a>	NC	\$132,488	Executive Director	\$9,280	<b>\$8,286</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Animal Rescue Front Inc</a>	MA	\$131,104	Executive Director	\$58,600	<b>\$46,848</b>	2023
<a href="#">Wolf Paws Inc</a>	TN	\$147,379	President / Director	\$45,000	<b>\$42,081</b>	2023
<a href="#">The Centralia Humane Society</a>	IL	\$129,532	Secretary	\$26,071	<b>\$21,577</b>	2025
<a href="#">Hibbing Animal Shelter Aka Precious Paws Humane Society</a>	MN	\$128,881	Shelter Manager	\$18,120	<b>\$15,472</b>	2024
<a href="#">Rescued Pets Are Wonderful</a>	MN	\$149,734	Director/president	\$36,660	<b>\$31,302</b>	2024
<a href="#">Dawgs Fight Back Inc</a>	NH	\$126,901	President / Treasurer / Se	\$19,000	<b>\$15,160</b>	2024
<a href="#">Horses' Honor</a>	CA	\$126,431	President	\$4,500	<b>\$3,358</b>	2024
<a href="#">League For Animal Protection Inc</a>	VA	\$152,059	Executive Director/cfo	\$66,152	<b>\$56,824</b>	2023

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

## ■ Sample, role match & sensitivity

PEER COUNT	118 organizations. Compensation range \$1,297–\$499,464; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$138,931); for reference, expenses \$137,880 and assets \$148,108.
ROLE MATCH	Kari Erwin, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Kari Erwin) 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 118 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,400 is reasonable (approximately the 7<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.