

Uplands Peak Sanctuary Inc

Executive Director / CEO

EIN 461798261

IN · NTEE D60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rayann Sanchez, Executive Director / CEO** (\$39,288) against **every comparable organization** that fit the selection criteria — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Rayann Sanchez — reported title “Director of Operations”, 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 (D60).

BUDGET Total revenue between \$96,108 and \$215,169 — 0.67x to 1.50x the subject's \$143,446 (the band tightens as size grows).

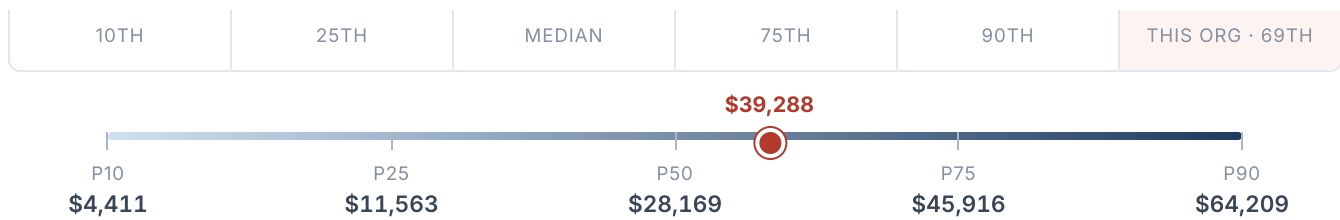
GEOGRAPHY Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

197 organizations qualified on sector, size, and geography → **197** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,411	\$11,563	\$28,169	\$45,916	\$64,209	\$39,288
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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 IN 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
Ark Incorporated	AL	\$143,433	Executive Director	\$6,202	\$6,541	2023
C A Maxey Appaloosa Heritage	MI	\$143,364	Board Member	\$48,000	\$48,369	2023
Southport Oak Island Animal Rescue	NC	\$141,617	Manager	\$33,943	\$34,240	2023
Haines Animal Rescue Kennel	AK	\$145,281	Executive Director	\$44,710	\$41,731	2023
International Sea Turtle Society	NC	\$141,451	Secretary	\$2,500	\$2,625	2022
Finding Shelter Inc	PA	\$141,215	President	\$17,680	\$17,213	2023
Wolf Paws Inc	TN	\$147,379	President / Director	\$45,000	\$46,179	2023
Greyhound Health Initiative	OH	\$147,941	President/ex	\$64,094	\$64,373	2024
Last Chance For Arkansas Animals	AR	\$138,931	Executive Director	\$3,400	\$3,731	2023
Owl Moon Raptor Center Inc	MD	\$138,761	Officer	\$33,600	\$29,788	2024
Borderland Humane Society	MN	\$138,141	Facility Man	\$7,353	\$6,890	2024
Creative Acres Inc	CO	\$138,016	President	\$3,800	\$3,455	2024
Saving Wildlife International	CA	\$137,869	Executive Dir.	\$49,846	\$40,815	2024
Kennel To Couch Inc	MD	\$149,067	President	\$22,917	\$20,917	2023
Rescued Pets Are Wonderful	MN	\$149,734	Director/president	\$36,660	\$34,350	2024
Medina Raptor Center	OH	\$136,782	Exec Directo	\$35,513	\$35,668	2024
Kentucky Lab Rescue Inc	KY	\$136,780	President	\$5,400	\$5,664	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alley Animals Inc	MD	\$136,481	President	\$17,225	\$16,366	2022
Rowena Wildlife Clinic	OR	\$136,292	President/secretary	\$6,260	\$5,676	2023
League For Animal Protection Inc	VA	\$152,059	Executive Director/cfo	\$66,152	\$62,357	2023
Canines For Disabled Kids Inc	MA	\$134,528	Executive Director	\$45,340	\$38,635	2024
Crawford County Humane Society	IL	\$134,467	President	\$30,380	\$28,322	2024
Omnah Foundation	VA	\$152,546	Associate Dir.	\$68,000	\$64,100	2023
Because Animals Matter	UT	\$134,071	Adoption Man	\$27,301	\$27,279	2023
Therapy Dogs Of Santa Barbara Inc	CA	\$133,863	—	\$39,897	\$32,669	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 197 organizations. Compensation range \$891–\$548,102; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$143,446); for reference, expenses \$274,599 and assets \$465,296. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Rayann Sanchez, reported title "*Director of Operations*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	69 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	67 th

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 (Rayann Sanchez) 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 197 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,288 is reasonable (approximately the 69th 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.