

# The Wild Neighbors Database Project

Executive Director / CEO

EIN 463151740

CA · NTEE D05

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Devin Dombrowski, Executive Director / CEO** (\$79,293) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Devin Dombrowski — reported title “TREASURER”, 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 (D05).

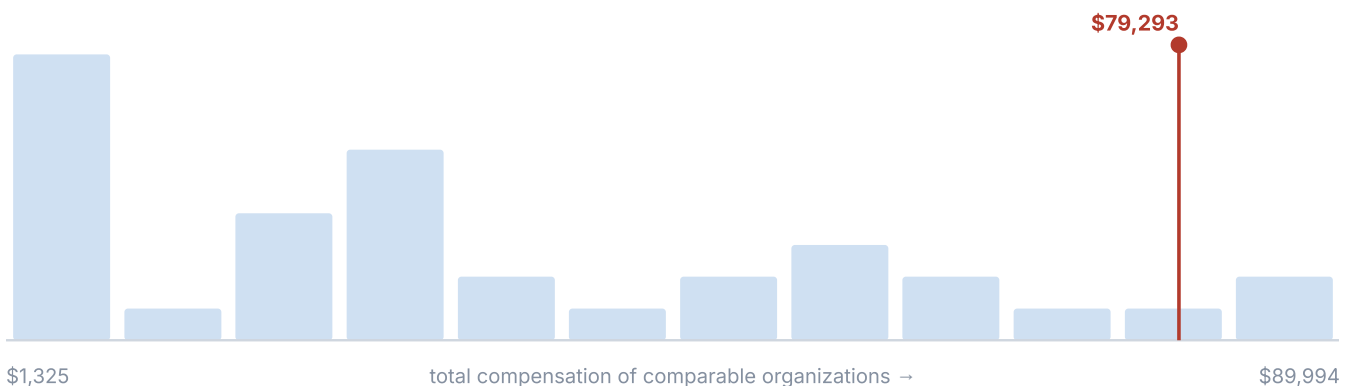
**BUDGET** Total revenue between \$38,378 and \$85,921 — 0.67x to 1.50x the subject's \$57,281 (the band tightens as size grows).

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

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

→ **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,973	\$9,736	\$26,555	\$54,032	\$71,695	\$79,293
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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 CA 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="#">Siamese Cat Rescue Center</a>	VA	\$57,172	Exec Directo	\$54,085	<b>\$57,227</b>	2025
<a href="#">Scottsdale Equestrian Academy Inc</a>	AZ	\$56,905	President	\$35,000	<b>\$38,981</b>	2023
<a href="#">Fort Bragg Groundfish Conservation Trust</a>	CA	\$55,638	Cfo	\$30,000	<b>\$29,139</b>	2024
<a href="#">Hairy Houdini Siberian Husky Rescue</a>	MI	\$55,030	President	\$18,692	<b>\$22,343</b>	2023
<a href="#">Humane Society Of Richland Wilkin Co</a>	ND	\$60,587	Vice President	\$42,966	<b>\$54,605</b>	2023
<a href="#">Jackson County Conservation League</a>	MN	\$49,235	Gambling Manager	\$7,000	<b>\$7,780</b>	2024
<a href="#">Paws Of Franklin County Texas</a>	TX	\$48,783	Acting Executive Director	\$31,250	<b>\$35,162</b>	2024
<a href="#">Pulaski County Humane Society</a>	MO	\$65,959	Shelter Manager	\$26,880	<b>\$32,970</b>	2023
<a href="#">Lake Superior Steelhead Association</a>	MN	\$48,274	Secretary/gambling Mgr	\$83,110	<b>\$89,994</b>	2025
<a href="#">Hearts Speak Inc</a>	NY	\$48,082	Executive Dir.	\$28,000	<b>\$28,461</b>	2024
<a href="#">Friends Of Ridgefield National</a>	WA	\$67,067	Executive Director	\$51,626	<b>\$51,992</b>	2024
<a href="#">Friends Of Sunny Florida Animals Inc</a>	FL	\$47,346	P,sec,tr	\$25,000	<b>\$26,418</b>	2024
<a href="#">Unexpected Wildlife Refuge Inc</a>	NJ	\$45,473	Manager	\$23,400	<b>\$23,501</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Buddy Fund Inc</a>	NY	\$69,412	Director	\$8,300	<b>\$8,437</b>	2024
<a href="#">Pawsitive Action Foundation Inc</a>	SC	\$44,304	Treasurer	\$2,000	<b>\$2,347</b>	2024
<a href="#">New York State Veterinary Medical</a>	NY	\$43,402	Executive Director	\$13,411	<b>\$13,631</b>	2024
<a href="#">Northwest Animal Rights Network</a>	WA	\$71,406	Mission Advancement Director	\$51,946	<b>\$52,314</b>	2024
<a href="#">Savage River Farms Inc</a>	MD	\$42,302	Director	\$63,983	<b>\$67,286</b>	2024
<a href="#">The Puppy Up Foundation</a>	TN	\$42,122	President/director	\$3,221	<b>\$3,809</b>	2024
<a href="#">Panda Paws Rescue</a>	WA	\$41,319	Director	\$75,000	<b>\$73,584</b>	2025
<a href="#">American College Of Poultry Veterinarians</a>	FL	\$73,266	Executive Vice President	\$3,500	<b>\$3,699</b>	2024
<a href="#">Lagrange Troup County Humane Societ</a>	GA	\$73,286	Executive Di	\$2,354	<b>\$2,662</b>	2024
<a href="#">Umpqua Low-cost Veterinary Service</a>	OR	\$73,886	Executive Director	\$5,250	<b>\$5,484</b>	2024
<a href="#">Companion Animal Foundation</a>	CA	\$74,045	E.d.	\$24,000	<b>\$23,311</b>	2024
<a href="#">Minnesota Federated Humane Societies</a>	MN	\$38,543	Executive Director	\$78,000	<b>\$89,256</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	34 organizations. Compensation range \$1,325–\$89,994; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$57,281); for reference, expenses \$34,797 and assets \$99,200.
ROLE MATCH	Devin Dombrowski, reported title "TREASURER", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	91 <sup>st</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 (Devin Dombrowski) 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 34 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,293 is reasonable (approximately the 94<sup>th</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.