

# Wyoming Wildlife Advocates

Executive Director / CEO

EIN 472017253

WY · NTEE D01

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jim Laybourn, Executive Director / CEO** (\$14,117) 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 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jim Laybourn — reported title "Director", 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 (D01).

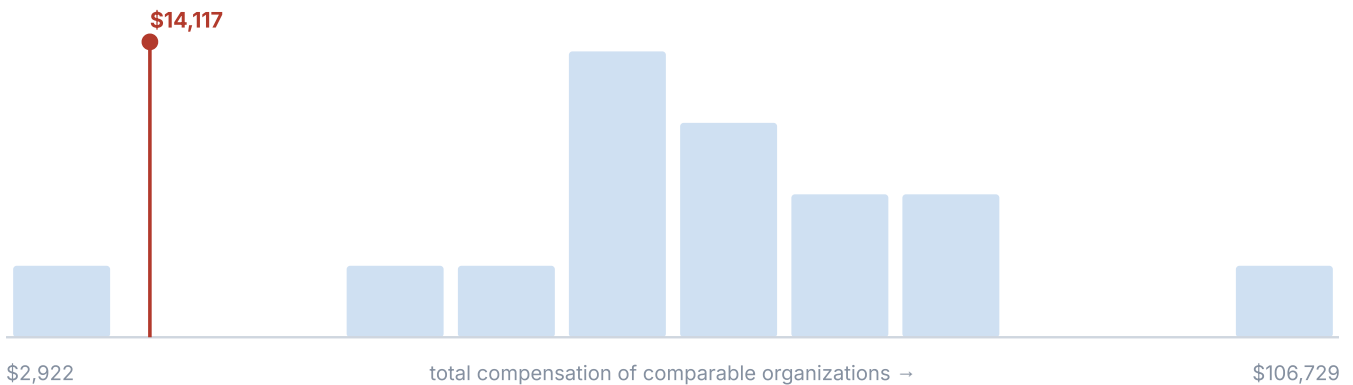
**BUDGET** Total revenue between \$330,703 and \$740,380 — 0.67x to 1.50x the subject's \$493,587 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D01), 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



\$36,290

\$47,469

\$55,952

\$67,383

\$78,208

**\$14,117**



## ■ 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 WY 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="#">Animalkind Inc</a>	NC	\$508,078	Manager	\$49,545	<b>\$47,808</b>	2024
<a href="#">Phx Cat Cafe</a>	AZ	\$478,659	Ceo	\$35,772	<b>\$32,128</b>	2024
<a href="#">Safe Pet Project Inc</a>	GA	\$513,389	Advisor	\$56,661	<b>\$53,204</b>	2024
<a href="#">Legal Impact For Chickens</a>	CA	\$473,745	President Executive Director	\$72,493	<b>\$60,184</b>	2023
<a href="#">Compassionate Action For Animals</a>	MN	\$461,060	Executive Di	\$53,403	<b>\$49,278</b>	2024
<a href="#">South Carolina Wildlife Federation</a>	SC	\$537,106	Executive Di	\$76,960	<b>\$74,978</b>	2024
<a href="#">Shelter A Mutt Inc</a>	TX	\$573,900	Treasurer	\$3,038	<b>\$2,922</b>	2023
<a href="#">Angel Paws</a>	UT	\$386,459	President	\$44,500	<b>\$42,533</b>	2024
<a href="#">Companion Animal Medical Project</a>	OR	\$384,445	Founderexecutive Director	\$54,344	<b>\$47,129</b>	2024
<a href="#">Oinking Acres Farm Rescue &amp; Sanctuary</a>	IN	\$605,074	Executive Director	\$57,820	<b>\$56,942</b>	2024
<a href="#">Humane Society Of Mason County</a>	WA	\$618,048	Executive Di	\$65,000	<b>\$55,952</b>	2023
<a href="#">Wyoming Wilderness Association</a>	WY	\$669,389	Executive Di	\$68,828	<b>\$70,861</b>	2023
<a href="#">Food Animal Concerns Trust (Fact Inc)</a>	IL	\$707,746	Executive Director	\$116,250	<b>\$106,729</b>	2024
<a href="#">Mountain Lion Foundation</a>	CA	\$725,489	Executive	\$102,292	<b>\$80,361</b>	2025
<a href="#">Grey2k Usa Worldwide Inc</a>	MA	\$738,672	President	\$76,150	<b>\$63,904</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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 \$2,922–\$106,729; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$493,587); for reference, expenses \$297,749 and assets \$217,151.
ROLE MATCH	Jim Laybourn, reported title " <i>Director</i> ", 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>
OUTLIERS	2 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)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <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

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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 (Jim Laybourn) 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 10, 2026, comparing compensation against 15 similarly situated organizations (Same NTEE sector (D01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,117 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].

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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 10, 2026.