

Alturas Wildlife Sanctuary Inc

Executive Director / CEO

EIN 474615750
 FL · NTEE D30
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **David Weinstein, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

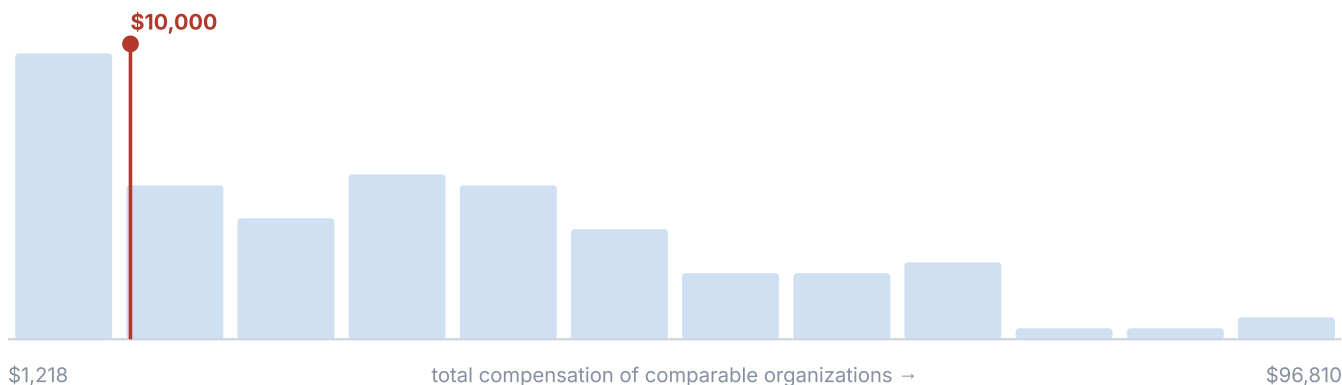
Benchmarked executive: David Weinstein — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D30).
BUDGET	Total revenue between \$73,226 and \$163,941 — 0.67x to 1.50x the subject's \$109,294 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

113 organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,749	\$10,165	\$27,237	\$44,416	\$63,291	\$10,000
---------	----------	----------	----------	----------	----------



● 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 FL 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
Chance Shelter	AZ	\$108,815	President &	\$10,800	\$10,739	2024
Harry A Bisantz Memorial Center	CA	\$108,711	President	\$30,000	\$26,784	2024
Baby Kitten Rescue	CA	\$108,397	Director, Ce	\$12,000	\$10,714	2024
Seniors Pet Assistance Network	TX	\$110,496	Executive Director	\$33,337	\$34,480	2024
Stanwood Wildlife Sanctuary	ME	\$107,700	Executive Director	\$38,000	\$39,343	2024
Rescue K9-1-1 Inc	AL	\$111,394	President	\$12,000	\$13,404	2024
Lions Tigers & Bears Inc	FL	\$106,991	President	\$14,400	\$14,400	2023
New York Therapy Animals Inc	NY	\$111,789	Executive Director	\$42,956	\$40,134	2024
Leaders For Ethics Animals & The	CA	\$106,134	Secretary &	\$100,000	\$86,980	2025
On Call Community Rescue For Animals	OR	\$105,734	President	\$42,000	\$41,519	2023
Pet Rescue Pilots	CA	\$105,089	Executive Director	\$36,000	\$33,091	2023
li Northeast Fishery Sector li	MA	\$113,975	Manager	\$101,206	\$96,810	2023
Farm Animal Care Coalition Of Tn	TN	\$113,999	Secretary	\$55,125	\$61,680	2023
Whippet Health Foundation Inc	MA	\$114,173	Director	\$5,081	\$4,721	2024
Kitticcino Charities	OH	\$114,311	Chief Executive Officer	\$34,782	\$39,215	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Francis Halbrook Hensley Animal Shelter	TN	\$103,574	Shelter Director	\$25,635	\$27,861	2024
Country Roads Animal Rescue Society	OK	\$103,547	Founder	\$5,000	\$5,693	2024
Valley Shore Animal Welfare League	CT	\$103,295	Treasurer	\$3,044	\$3,038	2023
Sunrise Service Dogs Inc	CO	\$102,293	Executive Director	\$61,045	\$62,309	2023
Voice For The Animals	CA	\$116,536	Founder And Executive Director	\$27,000	\$24,106	2024
Hummingbird Society	AZ	\$116,587	Ceo	\$36,025	\$35,822	2024
Dekati Giving	CO	\$101,966	President	\$40,000	\$39,657	2024
Sewickley Hunt	PA	\$116,796	Huntsman	\$26,416	\$27,237	2024
National Turkey Federation Foundation	DC	\$101,768	President	\$80,466	\$73,008	2024
Arm Sanctuary Inc	FL	\$101,520	Vice Preside	\$13,200	\$13,200	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 113 organizations. Compensation range \$1,218–\$96,810; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$109,294); for reference, expenses \$184,789 and assets \$28,230. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	David Weinstein, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	25 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	23 rd

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 (David Weinstein) 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 113 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 25th 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.