

Cedar Cove Feline Conservation Park

Executive Director / CEO

EIN **481186674**
 KS · NTEE D500
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Steve Klein, Executive Director / CEO** (\$19,004) against **every comparable organization** that fit the selection criteria — **389** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

Benchmarked executive: Steve Klein — 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 (D500).
BUDGET	Total revenue between \$132,410 and \$296,442 — 0.67x to 1.50x the subject's \$197,628 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

389 organizations qualified on sector, size, and geography → **389** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,993	\$15,607	\$29,404	\$47,796	\$66,512	\$19,004
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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 KS 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
Northern Colorado Friends Of Ferals	CO	\$197,819	President	\$26,500	\$22,846	2024
Dolphin Communication Project Inc	FL	\$197,861	President	\$12,800	\$10,532	2025
International Veterinary Outreach	CA	\$198,080	Board Chair Chief Program Officer	\$42,500	\$33,970	2023
Saving Our Sharks Foundation Inc	PA	\$197,171	Treasurer - Former	\$13,500	\$12,104	2024
Barbara Grannan Carie Feline	IN	\$198,214	President	\$23,500	\$22,281	2024
Animal Welfare Coalition Of Northeastern New Mexico	NM	\$198,544	Office Assistant	\$21,558	\$20,847	2024
Kotzebue Dog Musers Association	AK	\$196,696	President	\$3,750	\$3,223	2024
Hope Lives Here	TX	\$196,111	President	\$43,219	\$38,869	2024
Give Me Shelter Cat Rescue	CA	\$195,795	Executive Director	\$36,000	\$27,949	2024
Glory Bound Rescue Ranch	IL	\$195,165	President	\$12,403	\$10,963	2024
Catalyst Council Inc	MD	\$195,070	Executive Director	\$182,842	\$158,229	2023
For Hanks Sake	KY	\$194,714	President	\$8,000	\$7,956	2023
Xii Northeast Fishery Sector Inc	MA	\$194,247	Treasurer	\$2,500	\$2,020	2024
Southeast Alaska Indiginous Transboundary Commissi	AK	\$193,997	Director	\$50,717	\$44,882	2023
Pawsitive Alliance	WA	\$201,555	Executive Director	\$32,227	\$26,707	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohana Preservation Foundation	VA	\$193,577	Secretary/pr	\$52,751	\$47,146	2023
Panama City Beach	FL	\$201,772	President	\$15,457	\$13,056	2024
Animal Services Of Richmond Inc	VA	\$193,278	President	\$60,195	\$56,005	2022
Puppy Hill Farm Animal Rescue Inc	FL	\$202,073	Executive Director	\$46,827	\$39,551	2024
Equine Rescue League Foundation Inc	VA	\$202,094	Vice President	\$11,700	\$10,457	2023
Shots For Spays	CA	\$202,340	Chief Medical Officer	\$4,400	\$3,328	2025
South Plains Wildlife Rehabilitation	TX	\$192,515	Executive Director	\$41,651	\$38,566	2023
Karma Cat & Zen Dog Rescue Society	NJ	\$192,364	Executive Director	\$17,800	\$14,711	2023
Angels Helping Animals Worldwide Inc	MA	\$191,679	President	\$35,850	\$28,964	2024
International Institute For Animal Law Inc	IL	\$191,470	Director	\$114,000	\$100,765	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **389** organizations. Compensation range \$844–\$519,674; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$197,628); for reference, expenses \$213,350 and assets \$793,017.
ROLE MATCH	Steve Klein, 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	10 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	31 st
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	30 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 (Steve Klein) 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 389 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,004 is reasonable (approximately the 31st 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.