

Saving Wildlife International

Executive Director / CEO

EIN 770535734

CA · NTEE D013

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Steve Mehren, Executive Director / CEO** (\$49,846) against **every comparable organization** that fit the selection criteria — **180** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Steve Mehren — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D013).
BUDGET	Total revenue between \$92,372 and \$206,803 — 0.67x to 1.50x the subject's \$137,869 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

180 organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,559

total compensation of comparable organizations →

\$669,374

\$5,428

\$13,542

\$31,902

\$53,765

\$78,315

\$49,846



■ 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
Creative Acres Inc	CO	\$138,016	President	\$3,800	\$4,220	2024
Borderland Humane Society	MN	\$138,141	Facility Man	\$7,353	\$8,414	2024
Owl Moon Raptor Center Inc	MD	\$138,761	Officer	\$33,600	\$36,378	2024
Last Chance For Arkansas Animals	AR	\$138,931	Executive Director	\$3,400	\$4,556	2023
Medina Raptor Center	OH	\$136,782	Exec Directo	\$35,513	\$43,560	2024
Kentucky Lab Rescue Inc	KY	\$136,780	President	\$5,400	\$6,918	2023
Alley Animals Inc	MD	\$136,481	President	\$17,225	\$19,988	2022
Rowena Wildlife Clinic	OR	\$136,292	President/secretary	\$6,260	\$6,931	2023
Canines For Disabled Kids Inc	MA	\$134,528	Executive Director	\$45,340	\$47,184	2024
Finding Shelter Inc	PA	\$141,215	President	\$17,680	\$21,021	2023
Crawford County Humane Society	IL	\$134,467	President	\$30,380	\$34,588	2024
International Sea Turtle Society	NC	\$141,451	Secretary	\$2,500	\$3,206	2022
Southport Oak Island Animal Rescue	NC	\$141,617	Manager	\$33,943	\$41,816	2023
Because Animals Matter	UT	\$134,071	Adoption Man	\$27,301	\$33,314	2023
Therapy Dogs Of Santa Barbara Inc	CA	\$133,863	—	\$39,897	\$39,897	2024
Humane Society Of Moab Valley	UT	\$133,487	Executive Di	\$58,044	\$68,797	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Divine Canines	TX	\$133,127	Executive Director	\$62,877	\$72,839	2024
Animal Victory Disaster & Abuse Fund	NC	\$132,488	Executive Director	\$9,280	\$11,104	2024
C A Maxey Appaloosa Heritage	MI	\$143,364	Board Member	\$48,000	\$59,071	2023
Ark Incorporated	AL	\$143,433	Executive Director	\$6,202	\$7,988	2023
Uplands Peak Sanctuary Inc	IN	\$143,446	Director Of Operations	\$39,288	\$47,981	2024
Animal Rescue Front Inc	MA	\$131,104	Executive Director	\$58,600	\$62,784	2023
Haines Animal Rescue Kennel	AK	\$145,281	Executive Director	\$44,710	\$50,965	2023
Aalas Foundation	TN	\$129,719	Executive Director	\$51,648	\$62,871	2024
The Centralia Humane Society	IL	\$129,532	Secretary	\$26,071	\$28,917	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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.

■ Sample, role match & sensitivity

PEER COUNT	180 organizations. Compensation range \$1,559–\$669,374; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$137,869); for reference, expenses \$166,059 and assets \$150,914.
ROLE MATCH	Steve Mehren, reported title " <i>Executive Dir.</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	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	71 st
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	69 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 Mehren) 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 180 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,846 is reasonable (approximately the 71st 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.