

Teller Wildlife Refuge Inc

Executive Director / CEO

EIN 810449101

MT · NTEE D34

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Samuel R Lawry, Executive Director / CEO** (\$87,300) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Samuel R Lawry — reported title “EXECUTIVE DIRECTOR (FORMER)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (D34).

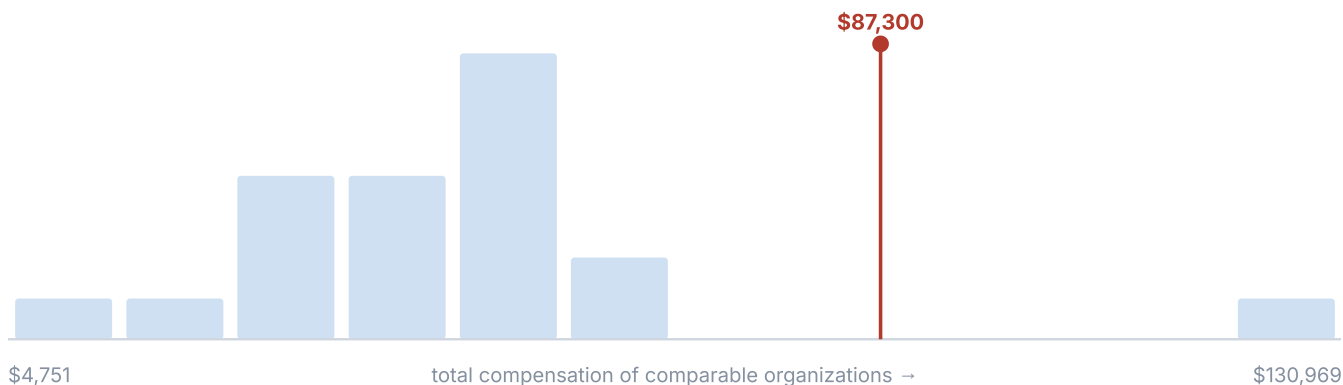
BUDGET Total revenue between \$317,987 and \$711,912 — 0.67x to 1.50x the subject's \$474,608 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D34), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,838	\$35,213	\$44,340	\$53,959	\$58,123	\$87,300
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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 MT 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
Apex Protection Project	CA	\$487,387	Corrsp Sec	\$63,237	\$50,657	2023
Wildlife Sanctuary Of Northwest	FL	\$457,165	Executive Di	\$32,515	\$28,337	2023
Emerald Coast Wildlife Refuge Inc	FL	\$456,869	Executive Director	\$43,200	\$37,649	2023
Idaho Reptile Zoo Inc	ID	\$455,171	President	\$47,616	\$46,991	2023
Wildlife Center Of The North Coast	OR	\$450,780	Executive Director	\$60,000	\$50,208	2024
Woodlands Wildlife Refuge Inc	NJ	\$437,114	Executive Di	\$69,711	\$54,639	2025
Peace River Refuge & Ranch Inc	FL	\$523,876	Treasurer	\$41,200	\$35,906	2023
Primate Rescue Center	KY	\$420,752	Executive Director	\$59,998	\$58,084	2024
Animal Nation Inc	NY	\$420,470	President	\$5,834	\$4,751	2024
Aark Wildlife Rehabilitation And Educati	PA	\$417,859	Executive Director	\$65,077	\$58,477	2024
Tony Fitzjohng Adamson African Wildlife	CA	\$539,212	Field Director	\$70,000	\$54,466	2024
Wild West Wildlife Rehabilitation	TX	\$555,864	Executive Di	\$46,251	\$41,689	2024
Sleepy Pig Farm Animal Sanctuary Inc	NY	\$586,002	Secretary	\$36,000	\$30,178	2023
Sharks Pacific	CA	\$322,725	Ceo	\$67,148	\$53,790	2023
Wild Wings Inc	NY	\$320,133	Director	\$49,479	\$41,478	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gentle Giants	CA	\$319,643	President	\$30,000	\$23,342	2024
Newhouse Wildlife Rescue Corporation	MA	\$644,165	Chairperson/head Wildlife	\$60,000	\$50,018	2023
Conservators Center Inc	NC	\$652,917	Executive Director	\$34,565	\$33,132	2023
The Humane Society Wildlife Land Trust	DC	\$657,667	Executive Director	\$165,632	\$130,969	2024
Wild Spirit Wolf Sanctuary Inc	NM	\$682,669	Executive Dir.	\$39,375	\$40,898	2022

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 20 organizations. Compensation range \$4,751–\$130,969; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$474,608); for reference, expenses \$509,967 and assets \$7,636,319.

ROLE MATCH Samuel R Lawry, reported title "*EXECUTIVE DIRECTOR (FORMER)*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	95th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	95 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 (Samuel R Lawry) 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 20 similarly situated organizations (Same NTEE sector (D34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,300 is reasonable (approximately the 95th 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.