

Max's Helping Paws Foundation

Executive Director / CEO

EIN 812990529
 CA · NTEE D12
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Sara Davi, Executive Director / CEO** (\$76,500) against **every comparable organization** that fit the selection criteria — **633** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

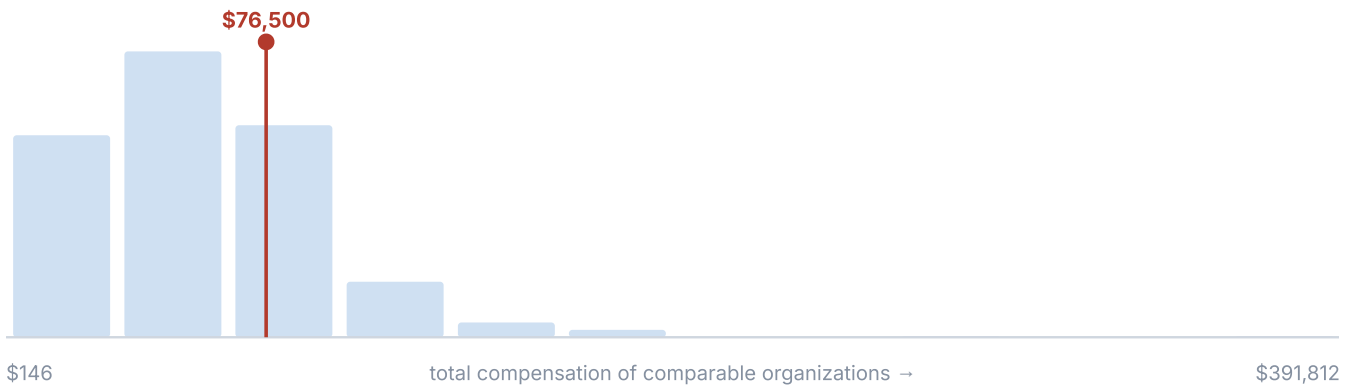
Benchmarked executive: Sara Davi — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D12).
BUDGET	Total revenue between \$331,235 and \$741,573 — 0.67x to 1.50x the subject's \$494,382 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (D), nationwide + budget 0.67–1.5x revenue.

633 organizations qualified on sector, size, and geography → **633** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,285	\$31,747	\$55,719	\$76,751	\$99,353	\$76,500
----------	----------	----------	----------	----------	----------



■ 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
Humane Society At Lakewood Ranch Inc	FL	\$494,430	Shelter Director	\$48,757	\$51,522	2024
Wyoming Wildlife Advocates	WY	\$493,587	Director	\$14,117	\$17,004	2024
Cat Lounge Rescue And Adoption Center	CA	\$493,501	Executive Director - Intake Manager	\$105,700	\$102,667	2024
Arizona Wildlife Federation	AZ	\$492,745	Executive Dir.	\$63,221	\$70,412	2023
Red Door Animal Shelter	IL	\$492,442	President	\$25,250	\$28,748	2023
Humane Society-sPCA Of Nelson	VA	\$492,402	President	\$4,497	\$5,028	2023
Center For Animal Research &	TX	\$491,943	Exec. Dir.	\$36,435	\$40,997	2024
The Aska's Animals Foundation Inc	ID	\$491,587	President	\$12,000	\$14,360	2024
Sequoia Humane Society	CA	\$491,278	Executive Director	\$34,484	\$33,495	2024
Bethel Institute For Community Development	MA	\$497,956	Executive Director	\$90,180	\$93,847	2023
Rubys Rescue & Retreat Nfp	IL	\$490,727	President	\$67,400	\$74,535	2024
Heart Of Horse Sense	NC	\$498,075	Executive Director	\$61,754	\$71,774	2024
Columbus Dog Connection Inc	OH	\$490,686	Executive Di	\$50,416	\$60,066	2024
600 Million Stray Dogs	FL	\$498,330	Ceo, President	\$43,030	\$45,470	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foster Army Animal Rescue	CA	\$490,035	Director	\$30,820	\$29,936	2024
Humane Society Of North Central low	IA	\$489,931	Director	\$30,845	\$37,990	2024
Franklin County Animal Shelter	ME	\$498,909	Board Member	\$43,072	\$48,514	2024
Pack Leaders Rescue Of Ct Inc	CT	\$498,930	President	\$50,000	\$52,734	2024
Friends Of Ottawa National Wildlife	OH	\$499,410	Executive Di	\$73,080	\$87,066	2024
Sanaga-yong Chimpanzee Rescue	OR	\$488,181	Exec Director/pres.	\$73,958	\$77,256	2024
Animal Helpers Retail Resale Store	SC	\$487,989	Store Manage	\$67,000	\$80,946	2023
A Home 4 Spot	NV	\$501,355	President	\$80,358	\$90,606	2024
Apex Protection Project	CA	\$487,387	Corrsp Sec	\$63,237	\$63,237	2023
Alive Rescue Nfp	IL	\$487,183	President	\$63,846	\$72,690	2023
New England Equine Rescue - North Inc	MA	\$487,105	President	\$52,091	\$52,655	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 **633** organizations. Compensation range \$146–\$391,812; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$494,382); for reference, expenses \$496,251 and assets \$540,530.
ROLE MATCH	Sara Davi, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	75 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	71 st

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 (Sara Davi) 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 13, 2026, comparing compensation against 633 similarly situated organizations (Same NTEE major group (D), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,500 is reasonable (approximately the 75th 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 13, 2026.