

Alaska Solstice Search Dogs

Executive Director / CEO

EIN 813556820
 AK · NTEE M23
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Victoria Gross, Executive Director / CEO** (\$1,486) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Victoria Gross — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

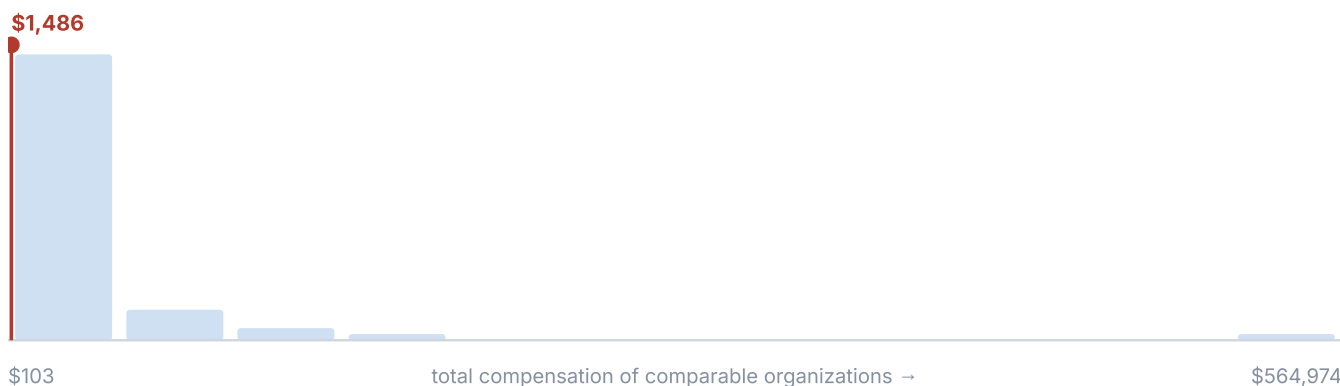
SECTOR Organizations sharing the subject's NTEE classification (M23).

BUDGET Total revenue between \$42,246 and \$94,582 — 0.67x to 1.50x the subject's \$63,055 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$301	\$611	\$1,630	\$20,681	\$77,934	\$1,486
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 48TH
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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 AK 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
Dawson Firemen's Benefit	MN	\$62,683	Trustee	\$37,170	\$38,417	2024
River Vale Volunteer Ambulance Corps Inc	NJ	\$63,498	President	\$540	\$504	2024
Washington Fire Company No 2 Inc	IN	\$63,832	Secy-treas	\$480	\$545	2023
Firemens Protective Association	CT	\$61,547	Treasurer	\$3,000	\$2,942	2024
Central Lakes Community Organization And	MN	\$61,523	Treasurer	\$900	\$930	2024
Greenwood Lake Volunteer Fire	NY	\$60,771	Secretary	\$599	\$566	2024
Beecher Falls Volunteer Fire Dept Inc	VT	\$65,561	Chief	\$5,396	\$5,848	2023
Minnesota Lake Fire Department	MN	\$65,651	Treasurer	\$599	\$619	2024
Kenyon Fire Relief Association	MN	\$59,974	Treasurer	\$550	\$585	2023
Nvfc 21st Century Fund	DC	\$66,162	Chief Executive Officer	\$23,829	\$21,872	2024
Ghent Firemen's Relief Association	MN	\$66,359	President	\$100	\$103	2024
Hoola la Mauiakama Disaster Long	HI	\$66,687	Executive Di	\$10,654	\$9,977	2024
Us Resiliency Council	CA	\$66,690	Executive Dir.	\$165,000	\$153,430	2023
Brooktondale Volunteer Fire Co Inc	NY	\$57,882	President	\$300	\$292	2023
Malibu Foundation	CA	\$68,574	Executive Dir.	\$134,000	\$121,028	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Makinen Volunteer Fire Department	MN	\$68,682	Chief	\$1,100	\$1,137	2024
Safeguard Iowa Partnership	IA	\$56,198	Executive Director	\$85,280	\$100,554	2023
Peel Fire Protection District	AR	\$70,765	Fire Chief	\$1,200	\$1,411	2024
Watkins Fireman's Relief Association	MN	\$54,967	President	\$300	\$310	2024
Thornwood Fire Co No 1	NY	\$54,202	President	\$200	\$195	2023
The Vanlue Fire Department Inc	OH	\$72,436	Chief	\$1,500	\$1,662	2024
Phoenix Fire Engine Company No 2	PA	\$72,444	Recording Se	\$500	\$537	2023
Home Building Industry Disaster Relief	DC	\$53,020	Secretary	\$79,890	\$73,329	2024
Mission Township Fire Fighters Reli	MN	\$52,600	President	\$240	\$248	2024
Maynard Fire Relief Association	MN	\$74,904	Vice Preside	\$4,000	\$4,134	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 56 organizations. Compensation range \$103–\$564,974; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$63,055); for reference, expenses \$47,824 and assets \$88,266.

ROLE MATCH Victoria Gross, reported title "*TREASURER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	48 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	48 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 (Victoria Gross) 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 56 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,486 is reasonable (approximately the 48th 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.