

# Texas Foundation For Conservation

Executive Director / CEO

EIN 813971522

TX · NTEE D30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Shepperd, Executive Director / CEO** (\$152,450) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** John Shepperd — 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 (D30).

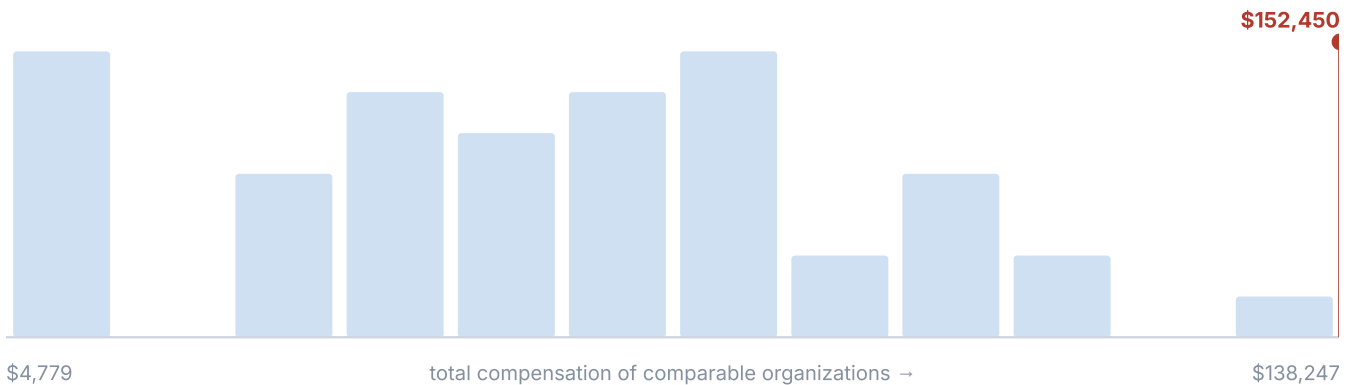
**BUDGET** Total revenue between \$294,800 and \$660,000 — 0.67x to 1.50x the subject's \$440,000 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography

→ **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$9,810</b>	<b>\$37,845</b>	<b>\$59,811</b>	<b>\$80,336</b>	<b>\$101,420</b>	<b>\$152,450</b>
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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 TX 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
<a href="#">Alaska Nannut Co-management Council</a>	AK	\$438,406	At-large Member	\$5,250	<b>\$5,166</b>	2023
<a href="#">Raptor View Research Institute</a>	MT	\$442,311	Executive Di	\$82,928	<b>\$89,364</b>	2024
<a href="#">Inland Nw Wildlife Council</a>	WA	\$449,169	Executive Director	\$17,235	<b>\$15,426</b>	2024
<a href="#">The Science And Conservation Center Inc</a>	MT	\$455,472	Executive Director	\$94,233	<b>\$101,546</b>	2024
<a href="#">Wildlife Rescue Center</a>	MO	\$461,084	Executive Director	\$61,410	<b>\$66,943</b>	2023
<a href="#">National Deer Association Group Return</a>	GA	\$461,866	President & Ceo	\$9,525	<b>\$9,574</b>	2024
<a href="#">Mzuri Wildlife Foundation</a>	CA	\$417,839	Executive Director (End 8/24)	\$120,340	<b>\$103,881</b>	2024
<a href="#">Alaska Wildbird Rehabilitation Center</a>	AK	\$466,847	Executive Director	\$5,000	<b>\$4,779</b>	2024
<a href="#">Jack Creek Preserve Foundation Inc</a>	MT	\$469,438	Executive Dir.	\$52,047	<b>\$56,086</b>	2024
<a href="#">Native Animal Rescue</a>	CA	\$475,420	Executive Dir.	\$60,000	<b>\$53,324</b>	2023
<a href="#">Seacrest Wolf Preserve</a>	FL	\$476,665	President	\$62,400	<b>\$58,602</b>	2024
<a href="#">Minnesota-wisconsin Chapter Foundation</a>	MN	\$484,981	Executive Director	\$60,000	<b>\$61,019</b>	2023
<a href="#">Loudoun Wildlife Conservancy</a>	VA	\$393,437	Executive Director (From 06/24)	\$47,874	<b>\$46,210</b>	2024
<a href="#">Arizona Wildlife Federation</a>	AZ	\$492,745	Executive Dir.	\$63,221	<b>\$62,577</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northern Colorado Wildlife Center</a>	CO	\$380,828	Licensed Wildlife Rehabilitator	\$46,012	<b>\$44,106</b>	2024
<a href="#">Friends Of Ottawa National Wildlife</a>	OH	\$499,410	Executive Di	\$73,080	<b>\$77,379</b>	2024
<a href="#">Wildlife Preserves Inc</a>	NJ	\$516,870	Trustee	\$90,000	<b>\$80,331</b>	2024
<a href="#">Foundation For Western Fish And Wildlife</a>	ID	\$359,233	Executive Director	\$7,693	<b>\$8,181</b>	2024
<a href="#">Orca Conservancy</a>	WA	\$357,694	Executive Director	\$72,120	<b>\$64,549</b>	2024
<a href="#">Alliance For Tompotika Conservation</a>	WA	\$540,029	Executive Director	\$105,585	<b>\$94,501</b>	2024
<a href="#">Operation Wildlife Inc</a>	KS	\$540,135	Founder	\$74,739	<b>\$80,718</b>	2024
<a href="#">Wildlife Rehabilitation Center</a>	UT	\$541,024	Director	\$47,483	<b>\$48,583</b>	2024
<a href="#">The Cloud Foundation</a>	CO	\$336,342	Executive Director	\$71,444	<b>\$68,485</b>	2024
<a href="#">Conservation Earth Inc</a>	CA	\$546,880	Executive Di	\$78,469	<b>\$67,737</b>	2024
<a href="#">Lower Nehalem Community Trust</a>	OR	\$328,533	Executive Dir.	\$38,232	<b>\$35,493</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **44** organizations. Compensation range \$4,779–\$138,247; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$440,000); for reference, expenses \$434,368 and assets \$79,457.

ROLE MATCH John Shepperd, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	95 <sup>th</sup>

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 (John Shepperd) 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 44 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$152,450 is reasonable (approximately the 100<sup>th</sup> 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.