

This analysis benchmarks the total compensation of **Scott Davis, Executive Director / CEO** (\$33,020) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

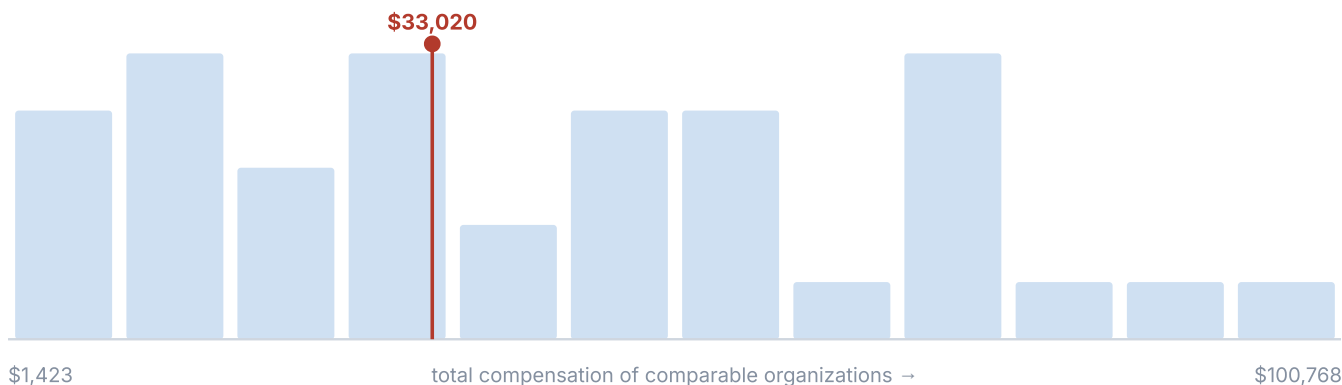
**Benchmarked executive:** Scott Davis — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D30).
BUDGET	Total revenue between \$154,887 and \$346,762 — 0.67x to 1.50x the subject's \$231,175 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,871	\$18,068	\$39,506	\$60,080	\$74,203	\$33,020
---------	----------	----------	----------	----------	----------



## ■ 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 MI 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="#">North Dakota Wildlife Federation</a>	ND	\$231,568	Executive Director	\$70,467	<b>\$72,771</b>	2024
<a href="#">Amargosa Land Trust</a>	CA	\$230,137	Executive Director	\$83,615	<b>\$69,951</b>	2023
<a href="#">Arctic Fox Daily Wildlife Rescue Inc</a>	NY	\$230,049	President	\$13,500	<b>\$11,480</b>	2024
<a href="#">Harmony Wildlife Rehabilitation</a>	TN	\$229,761	President	\$6,056	<b>\$5,990</b>	2024
<a href="#">Illinois Raptor Center</a>	IL	\$223,801	Program Dir	\$43,116	<b>\$41,067</b>	2023
<a href="#">Mountain Top Wildlife</a>	WA	\$220,300	President	\$22,600	<b>\$19,041</b>	2024
<a href="#">Wildlife Restoration Foundation</a>	VA	\$219,834	President And Board Member	\$41,760	<b>\$37,944</b>	2024
<a href="#">Lowcountry Marine Mammal Network</a>	SC	\$243,982	President	\$60,000	<b>\$57,385</b>	2025
<a href="#">Izaak Walton League Of America Inc</a>	IN	\$245,211	Recording Se	\$17,935	<b>\$18,324</b>	2023
<a href="#">Foundation For North American Wild</a>	MT	\$215,222	Executive Di	\$25,002	<b>\$26,111</b>	2023
<a href="#">Merritt Island Wildlife</a>	FL	\$214,153	Executive Di	\$1,609	<b>\$1,423</b>	2024
<a href="#">South Carolina Wildlife Partnership</a>	SC	\$210,253	Executive Director	\$85,116	<b>\$86,029</b>	2023
<a href="#">Minnesota Conservation Officers Association</a>	MN	\$208,894	President	\$18,605	<b>\$17,300</b>	2024
<a href="#">Keeper Of The Wild Wildlife Re</a>	SC	\$254,651	Center Mgr	\$25,988	<b>\$26,267</b>	2023
<a href="#">Marine Education Research And Rehab</a>	DE	\$205,183	Executive Di	\$84,000	<b>\$77,400</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Beavers Northwest</a>	WA	\$264,826	Executive Director	\$65,006	<b>\$56,386</b>	2023
<a href="#">Saving Our Sharks Foundation Inc</a>	PA	\$197,171	Treasurer - Former	\$13,500	<b>\$12,669</b>	2024
<a href="#">Southeast Alaska Indiginous Transboundary Commissi</a>	AK	\$193,997	Director	\$50,717	<b>\$46,977</b>	2023
<a href="#">Animal Services Of Richmond Inc</a>	VA	\$193,278	President	\$60,195	<b>\$58,618</b>	2022
<a href="#">Cougar Fund Inc</a>	WY	\$269,890	Managing Director	\$100,000	<b>\$100,768</b>	2024
<a href="#">Last Chance Forever</a>	TX	\$271,565	Director	\$30,004	<b>\$28,244</b>	2024
<a href="#">Global Conservation Force Inc</a>	CA	\$280,841	President	\$54,731	<b>\$44,474</b>	2024
<a href="#">Operation Game Thief Inc</a>	TX	\$178,259	Executive Director	\$71,801	<b>\$69,585</b>	2023
<a href="#">Animal Education And Rescue Nfp</a>	IL	\$286,406	President	\$53,879	<b>\$49,846</b>	2024
<a href="#">Lois E Womer Foundation</a>	NJ	\$290,730	Co-trustee	\$6,893	<b>\$5,791</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT	36 organizations. Compensation range \$1,423–\$100,768; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$231,175); for reference, expenses \$158,185 and assets \$353,010.
ROLE MATCH	Scott Davis, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	44 <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 (Scott Davis) 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 10, 2026, comparing compensation against 36 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,020 is reasonable (approximately the 44<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 10, 2026.