

Resilient Hearts Animal Sanctuary

Executive Director / CEO

EIN 841797829

WA · NTEE D20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Ezzo, Executive Director / CEO** (\$37,430) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Ezzo — 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 (D20).

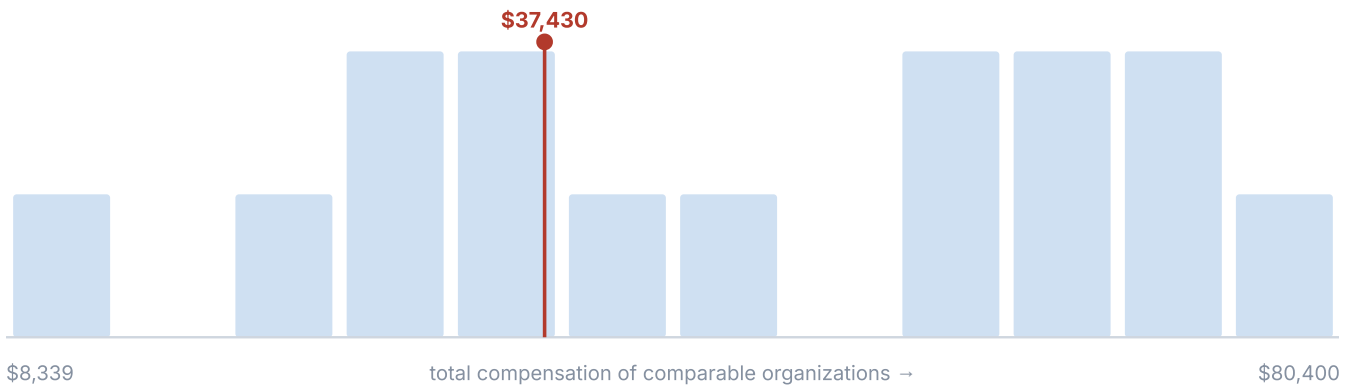
BUDGET Total revenue between \$159,486 and \$357,060 — 0.67x to 1.50x the subject's \$238,040 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (D20) + WA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,264	\$34,114	\$48,192	\$66,536	\$71,648	\$37,430
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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 WA 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
Paws Of Grays Harbor	WA	\$240,779	Executive Director	\$59,378	\$57,674	2024
Canopy Cat Rescue	WA	\$234,586	Founder/cat Rescuer	\$80,400	\$80,400	2023
A Just World	WA	\$218,534	Org. Strategist	\$58,224	\$56,554	2024
Critters Pet Rescue Foundation	WA	\$209,672	Vice Present	\$22,434	\$21,790	2024
Pawsitive Alliance	WA	\$201,555	Executive Director	\$32,227	\$32,227	2023
Save-a-mutt	WA	\$281,644	Executive Director	\$36,000	\$36,000	2023
Pigs Peace Sanctuary	WA	\$285,356	President	\$28,800	\$27,974	2024
Second Chance Ranch	WA	\$291,056	President	\$8,585	\$8,339	2024
Puget Sound Goat Rescue And Adoption	WA	\$300,712	Executive Director	\$45,554	\$44,247	2024
Cats Meow	WA	\$307,110	Executive Director	\$66,184	\$66,184	2023
Path Of Hope Rescue	WA	\$167,266	Founder And Director	\$39,000	\$37,881	2024
Thurston County Humane Society	WA	\$318,563	Executive Director	\$68,863	\$66,887	2024
Orcas Animal Protection Society	WA	\$327,485	Executive Director	\$72,335	\$70,260	2024
Down The Stretch Ranch	WA	\$338,727	Executive Director	\$72,573	\$72,573	2023
South Pacific County Humane Society	WA	\$352,781	Shelter Manager	\$48,192	\$48,192	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	15 organizations. Compensation range \$8,339–\$80,400; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$238,040); for reference, expenses \$270,812 and assets \$50,213.
ROLE MATCH	Michael Ezzo, 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	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	33 rd

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 (Michael Ezzo) 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 15 similarly situated organizations (Same NTEE sector (D20) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,430 is reasonable (approximately the 33rd 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.