

Arizona Wildlife Federation

Executive Director / CEO

EIN 860076994

AZ · NTEE D300

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Scott Garlid, Executive Director / CEO** (\$63,221) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

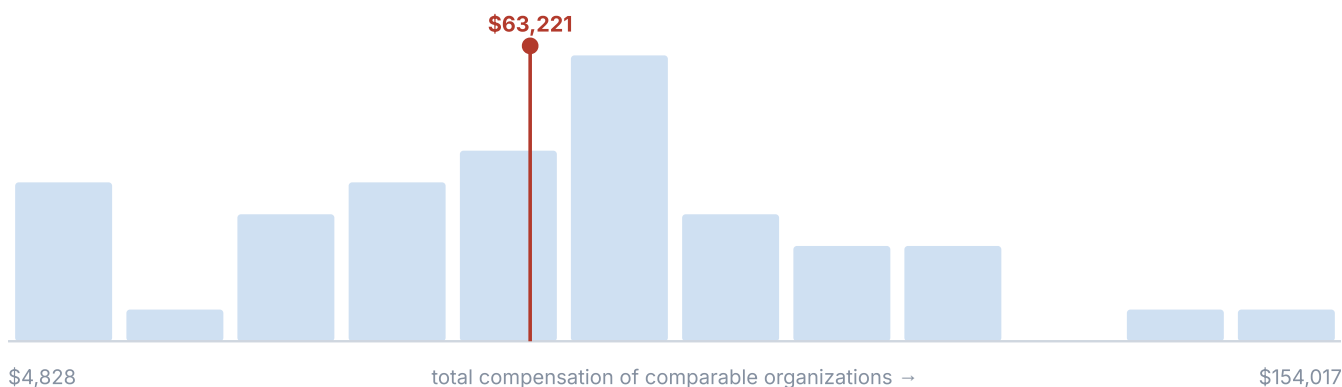
Benchmarked executive: Scott Garlid — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D300).
BUDGET	Total revenue between \$330,139 and \$739,117 — 0.67x to 1.50x the subject's \$492,745 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D30), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,472	\$45,092	\$66,170	\$81,450	\$104,713	\$63,221
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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 AZ 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
Friends Of Ottawa National Wildlife	OH	\$499,410	Executive Di	\$73,080	\$78,174	2024
Minnesota-wisconsin Chapter Foundation	MN	\$484,981	Executive Director	\$60,000	\$61,646	2023
Seacrest Wolf Preserve	FL	\$476,665	President	\$62,400	\$59,205	2024
Native Animal Rescue	CA	\$475,420	Executive Dir.	\$60,000	\$53,872	2023
Jack Creek Preserve Foundation Inc	MT	\$469,438	Executive Dir.	\$52,047	\$56,663	2024
Wildlife Preserves Inc	NJ	\$516,870	Trustee	\$90,000	\$81,157	2024
Alaska Wildbird Rehabilitation Center	AK	\$466,847	Executive Director	\$5,000	\$4,828	2024
National Deer Association Group Return	GA	\$461,866	President & Ceo	\$9,525	\$9,673	2024
Wildlife Rescue Center	MO	\$461,084	Executive Director	\$61,410	\$67,631	2023
The Science And Conservation Center Inc	MT	\$455,472	Executive Director	\$94,233	\$102,590	2024
Inland Nw Wildlife Council	WA	\$449,169	Executive Director	\$17,235	\$15,585	2024
Alliance For Tompotika Conservation	WA	\$540,029	Executive Director	\$105,585	\$95,473	2024
Operation Wildlife Inc	KS	\$540,135	Founder	\$74,739	\$81,548	2024
Wildlife Rehabilitation Center	UT	\$541,024	Director	\$47,483	\$49,082	2024
Raptor View Research Institute	MT	\$442,311	Executive Di	\$82,928	\$90,283	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Foundation For Conservation	TX	\$440,000	Executive Director	\$152,450	\$154,017	2024
Conservation Earth Inc	CA	\$546,880	Executive Di	\$78,469	\$68,434	2024
Alaska Nannut Co-management Council	AK	\$438,406	At-large Member	\$5,250	\$5,219	2023
Asia Wild	SC	\$554,661	Former Executive Director	\$55,667	\$58,653	2024
Friends Of Manatee Lagoon Inc	FL	\$558,306	Executive Director	\$94,996	\$90,131	2024
Wildlife In Need Center Ltd	WI	\$562,885	Executive Director	\$37,000	\$39,026	2024
Mzuri Wildlife Foundation	CA	\$417,839	Executive Director (End 8/24)	\$120,340	\$104,949	2024
The Leatherback Project Inc	MA	\$569,871	President	\$45,500	\$41,295	2024
Kopelion Inc	NY	\$576,099	Exec Directo	\$36,000	\$32,855	2024
Center For Wildlife Studies	ME	\$583,025	President	\$104,891	\$109,212	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 42 organizations. Compensation range \$4,828–\$154,017; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$492,745); for reference, expenses \$487,194 and assets \$1,226,901.

ROLE MATCH	Scott Garlid, reported title " <i>Executive Dir.</i> ", 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.
OUTLIERS	2 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	45 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	40 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 (Scott Garlid) 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 42 similarly situated organizations (Same NTEE sector (D30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,221 is reasonable (approximately the 45th 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.