

Speak For Animals

Executive Director / CEO

EIN 201048883

SC · NTEE D20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Susan Bufano, Executive Director / CEO** (\$7,262) against **every comparable organization** that fit the selection criteria — **331** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Susan Bufano — reported title "PRESIDENT", 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 \$158,342 and \$354,498 — 0.67x to 1.50x the subject's \$236,332 (the band tightens as size grows).

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

331 organizations qualified on sector, size, and geography → **331** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,294

total compensation of comparable organizations →

\$538,151

\$8,251

\$17,388

\$31,877

\$49,190

\$65,803

\$7,262



● 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 SC 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
Luna's House Inc	MD	\$236,166	President	\$26,460	\$23,032	2024
The Kibble Kitchen Pet Pantry Inc	IN	\$236,512	Organizer	\$31,116	\$30,551	2024
The Oh Foundation	OH	\$236,513	Secretary	\$90,000	\$88,751	2024
Northern Oklahoma Humane Society	OK	\$236,125	Executive Di	\$24,902	\$26,284	2023
Hope Animal Shelter	AZ	\$236,021	President & Ceo	\$50,000	\$46,093	2023
Rezq Dogs	MT	\$236,801	Shelter Director	\$42,715	\$44,136	2023
Dharamsala Animal Rescue	CA	\$235,102	Chairman	\$120,000	\$96,475	2024
Vintage Racers For Rescues Inc	NC	\$234,877	President	\$26,000	\$25,751	2023
Resilient Hearts Animal Sanctuary	WA	\$238,040	Executive Director	\$37,430	\$32,122	2023
Canopy Cat Rescue	WA	\$234,586	Founder/cat Rescuer	\$80,400	\$68,999	2023
Operation Spot Inc	MO	\$238,274	Executive Dir.	\$41,083	\$40,513	2024
Start Over Rover	NE	\$238,528	Program Director	\$55,000	\$55,077	2024
Oconto Area Humane Society & Animal Shelter Inc	WI	\$238,590	Director	\$48,355	\$48,407	2023
Friends Of Camden Animal Shelter	NJ	\$233,628	Former Executive Director	\$5,048	\$4,196	2024
Paws For Life Animal League	WY	\$239,356	Manager	\$37,440	\$36,364	2025
Beaverhead Animal Shelter	MT	\$233,176	Executive Dir.	\$22,100	\$22,835	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blooper Animal Rescue & Transport Incorporated	FL	\$233,145	Executive Director	\$29,966	\$26,209	2024
Purr Partners	NC	\$239,549	Employee	\$17,737	\$17,567	2023
The Wright Ranch Rescue Inc	FL	\$239,553	President	\$19,200	\$16,793	2024
Humane Society Of Greene County Inc	PA	\$232,935	Executive Director	\$53,790	\$49,943	2024
Friends Of Ncvma Foundation Inc	NC	\$232,527	Secretary/treasurer	\$1,970	\$1,895	2024
Cheshire Abbey	MS	\$232,269	Exect Director	\$72,000	\$74,660	2024
Hawkins County Humane Society Inc	TN	\$240,409	Secretary	\$28,880	\$29,099	2023
Paws Of Grays Harbor	WA	\$240,779	Executive Director	\$59,378	\$49,496	2024
Red Lake Rosie's Rescue Inc	MN	\$240,921	Treasurer	\$15,800	\$14,965	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 331 organizations. Compensation range \$1,294–\$538,151; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$236,332); for reference, expenses \$224,896 and assets \$132,767.

ROLE MATCH Susan Bufano, reported title "*PRESIDENT*", 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	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	9 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	9 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 (Susan Bufano) 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 331 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,262 is reasonable (approximately the 9th 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.