

# Caring Residential Services Iii Inc

Executive Director / CEO

EIN 202742194

NJ · NTEE F33

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Dougherty Esq, Executive Director / CEO** (\$157,895) against **every comparable organization** that fit the selection criteria — **16** 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:** Joseph Dougherty Esq — reported title “Pres and Exec Director Ope”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (F33).

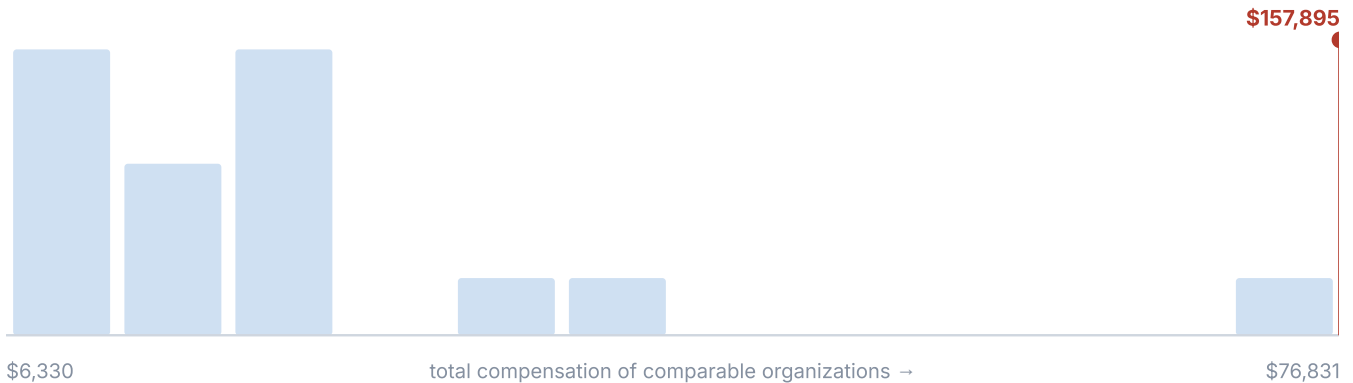
**BUDGET** Total revenue between \$39,503 and \$88,440 — 0.67x to 1.50x the subject's \$58,960 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

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

→ **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,307	\$11,699	\$17,644	\$21,997	\$35,785	\$157,895
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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 NJ 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="#">Project Live Xiii Inc</a>	NJ	\$59,819	Executive Director	\$11,844	<b>\$11,844</b>	2024
<a href="#">Vesta Arundel Inc</a>	MD	\$60,462	President	\$21,417	<b>\$22,426</b>	2024
<a href="#">Shdc No 7 Inc</a>	HI	\$52,204	Exec Dir/asst. Secretary	\$12,721	<b>\$13,133</b>	2023
<a href="#">Wetzel Homes Inc</a>	MD	\$66,741	President	\$20,272	<b>\$21,854</b>	2023
<a href="#">Richard Walz Apartments Inc</a>	MO	\$67,135	President	\$7,395	<b>\$8,546</b>	2025
<a href="#">Esperance Homes Inc</a>	MD	\$67,788	President	\$20,272	<b>\$21,854</b>	2023
<a href="#">Center South Housing Development</a>	PA	\$48,315	Director Of Construction	\$13,787	<b>\$15,854</b>	2023
<a href="#">Westside Community Residence Inc</a>	NY	\$70,315	Ceo	\$18,651	<b>\$19,434</b>	2023
<a href="#">Southlake Center Residential Inc</a>	IN	\$71,939	Ex-officio & Regional Ceo	\$63,183	<b>\$76,831</b>	2023
<a href="#">East Pittsburgh Commons Inc</a>	PA	\$73,506	President & Ceo	\$5,667	<b>\$6,330</b>	2024
<a href="#">Dream Works Inc</a>	NC	\$76,982	Executive Director	\$8,929	<b>\$10,067</b>	2025
<a href="#">New Strides Inc</a>	NY	\$79,531	Executive Dir.	\$11,129	<b>\$11,263</b>	2024
<a href="#">Woolard Homes Inc</a>	MD	\$82,272	President	\$20,272	<b>\$21,854</b>	2023
<a href="#">Castor Housing Development Corporation</a>	PA	\$82,752	Director Of Construction	\$13,787	<b>\$15,854</b>	2023
<a href="#">Orchard Community Inc</a>	CA	\$88,278	Ceo	\$42,385	<b>\$40,992</b>	2024
<a href="#">180 Recovery House</a>	AL	\$88,295	Director	\$21,830	<b>\$30,577</b>	2021

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 NJ 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

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PEER COUNT	16 organizations. Compensation range \$6,330–\$76,831; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$58,960); for reference, expenses \$126,794 and assets \$802,759. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Joseph Dougherty Esq, reported title " <i>Pres and Exec Director Ope</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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

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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 (Joseph Dougherty Esq) 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 16 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,895 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].

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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.