

Organization For The Responsible

Executive Director / CEO

EIN 232250613
 PA · NTEE D200
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Dore Photis, Executive Director / CEO** (\$1,900) against **every comparable organization** that fit the selection criteria — **413** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

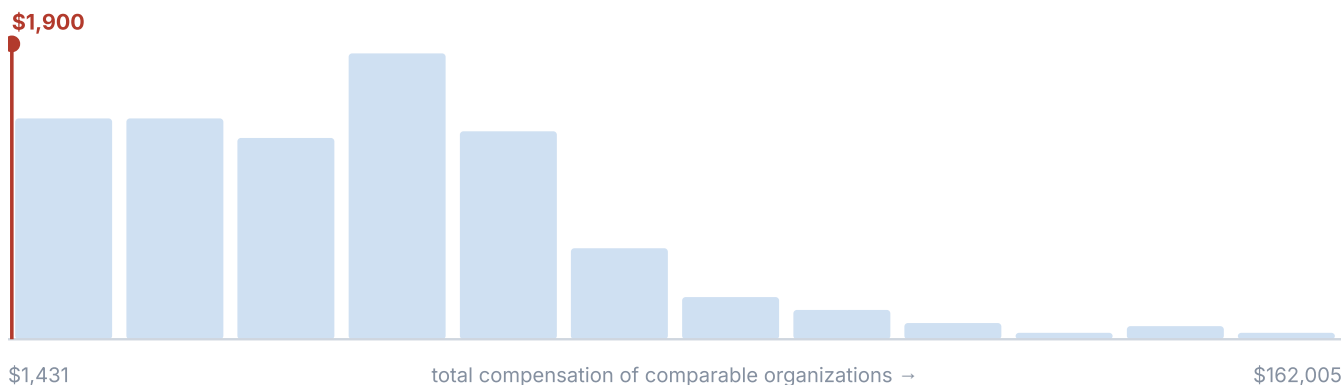
Benchmarked executive: Dore Photis — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D200).
BUDGET	Total revenue between \$243,396 and \$544,918 — 0.67x to 1.50x the subject's \$363,279 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

413 organizations qualified on sector, size, and geography → **413** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,365	\$22,572	\$42,320	\$61,143	\$77,635	\$1,900
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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 PA 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
Bailing Out Benji	IA	\$363,212	President	\$70,751	\$79,738	2024
Hoovers Hause All Dog Rescue	MS	\$363,464	Key Employee	\$58,100	\$66,605	2024
Vegas Roots Rescue	NV	\$363,855	President	\$4,500	\$4,643	2024
Brookings Regional Humane Society Inc	SD	\$363,863	Executive Dir.	\$68,006	\$77,253	2024
East Greenwich Animal Protection League Inc	RI	\$364,684	Executive Director	\$62,661	\$63,672	2023
Happy Compromise Farm And Sanctuary	NY	\$360,070	President	\$15,600	\$14,939	2023
Social Tees Animal Rescue Foundation In	NY	\$366,592	Executive Director	\$111,240	\$103,465	2024
Dogs On Deployment	CA	\$359,911	President, Ceo	\$59,236	\$52,649	2024
Lakes Area Humane Society Inc	MN	\$359,779	Executive Director	\$65,553	\$66,672	2024
Sugarland Ranch Inc	NV	\$366,813	President	\$21,375	\$22,054	2024
Freedom Ride Rescue	NC	\$359,014	Executive Director	\$23,400	\$25,623	2023
Animal Rescue And Foster Program Inc	NC	\$367,729	Executive Director	\$56,000	\$61,318	2023
Delta Animal Shelter	MI	\$369,806	Trustee/part	\$42,570	\$46,563	2023
Bonapartes Retreat	TN	\$356,353	Vice President/treasurer	\$20,043	\$21,685	2024
Elfaro De Los Animales Inc	PR	\$355,982	Executive Director	\$40,022	\$41,081	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Omega Horse Rescue And Rehabilitation	PA	\$371,753	Executive Director	\$35,100	\$35,100	2025
Greenmore Farm Animal Rescue Inc	PA	\$354,282	President	\$136,631	\$136,631	2025
St Francis Pet Care Inc	FL	\$354,167	President	\$43,254	\$43,060	2023
Remarkable Resques Inc	FL	\$372,550	Vice President	\$39,000	\$37,711	2024
Animal Shelter Of St Lucie County	FL	\$353,501	President	\$44,775	\$44,574	2023
Bettertogether Forever	CA	\$353,316	Executive Director	\$79,792	\$73,014	2023
Safe Harbor Animal Sanctuary	MO	\$373,701	Executive Dir.	\$19,188	\$20,919	2024
South Pacific County Humane Society	WA	\$352,781	Shelter Manager	\$48,192	\$45,723	2023
Second Chance Sheridan Cat Rescue	WY	\$351,477	Director	\$23,846	\$27,059	2023
Paws And Claws Rescue Inc	IL	\$375,174	Cat Care Manager	\$45,000	\$46,882	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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 **413** organizations. Compensation range \$1,431–\$162,005; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$363,279); for reference, expenses \$286,153 and assets \$228,572.

ROLE MATCH	Dore Photis, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	0 th
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	2 nd
All sources (D + E + F), adjusted	0 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 (Dore Photis) 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 413 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,900 is reasonable (approximately the 0th 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.