

It Takes A Village Rescue

Executive Director / CEO

This analysis benchmarks the total compensation of **Lori St James, Executive Director / CEO** (\$76,500) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

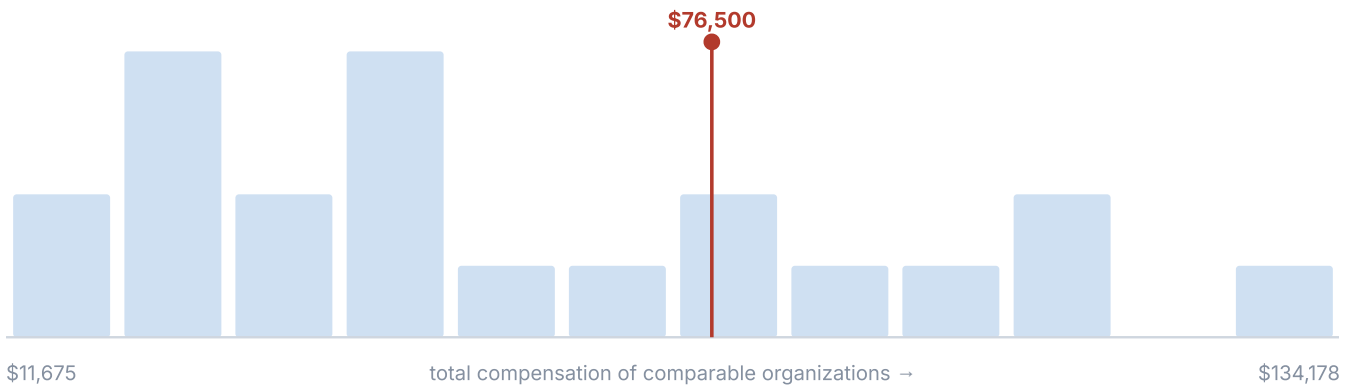
Benchmarked executive: Lori St James — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D01).
BUDGET	Total revenue between \$183,687 and \$411,240 — 0.67x to 1.50x the subject's \$274,160 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D01), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,411	\$31,652	\$49,842	\$79,240	\$105,786	\$76,500
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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 NC 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
Scientists Center For Animal Welfare	OR	\$276,502	Executive Director	\$86,670	\$77,895	2024
Southern States Bully Rescue Inc	FL	\$271,042	President	\$25,750	\$23,411	2024
Indiana Wildlife Federation	IN	\$270,263	Executive Director	\$75,413	\$79,240	2023
Animal Protection League Of New Jersey	NJ	\$267,578	Trustee	\$32,016	\$28,482	2023
Colorado Wildlife Federation Inc	CO	\$284,460	Executive Director	\$71,667	\$66,508	2024
Stop Animal Exploitation Now	OH	\$291,300	Executive Director	\$35,506	\$37,471	2023
A Time 4 Paws Inc	TN	\$298,003	President	\$40,000	\$40,692	2024
Indy Neighborhood Cats Inc	IN	\$245,759	Executive Director	\$14,201	\$14,921	2023
The Raven Corps	OR	\$304,023	Chair/exec Dir	\$114,325	\$105,786	2023
The International Wildlife Rehabilitation Council	OR	\$305,911	Executive Director	\$53,906	\$49,879	2023
Bounce Animal Rescue	CO	\$310,747	Executive Director	\$60,823	\$56,444	2024
Predator Defense	OR	\$313,611	Executive Director	\$145,010	\$134,178	2023
A Hope Inc	FL	\$318,886	Presidentceo	\$32,714	\$29,743	2024
Louisiana Wildlife Federation	LA	\$325,758	Executive Director	\$85,785	\$94,120	2023
Dusty Tails Animal Rescue	SC	\$219,241	President	\$11,869	\$11,675	2025
Pax Fauna	CO	\$217,386	Board Member At Large	\$53,709	\$49,842	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Triangle Vegfest Inc	NC	\$209,509	Executive Director	\$30,744	\$31,652	2023
Save Animals Facing Extinction	WA	\$203,797	Vice President & Treasurer	\$96,000	\$83,182	2024
International Institute For Animal Law Inc	IL	\$191,470	Director	\$114,000	\$108,467	2024
Companion Animal Medical Project	OR	\$384,445	Founderexecutive Director	\$54,344	\$48,842	2024
Angel Paws	UT	\$386,459	President	\$44,500	\$44,078	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2024 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 NC 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	21 organizations. Compensation range \$11,675–\$134,178; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$274,160); for reference, expenses \$295,623 and assets \$52,768.
ROLE MATCH	Lori St James, reported title " <i>PRESIDENT</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	67 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	67 th

All sources (D + E + F), adjusted

67th

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 (Lori St James) 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 21 similarly situated organizations (Same NTEE sector (D01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,500 is reasonable (approximately the 67th 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.