

# The Raven Corps

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Martha Claire Howe, Executive Director / CEO** (\$114,325) against **every comparable organization** that fit the selection criteria — 20 in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Martha Claire Howe — reported title “Chair/Exec Dir”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (D01).

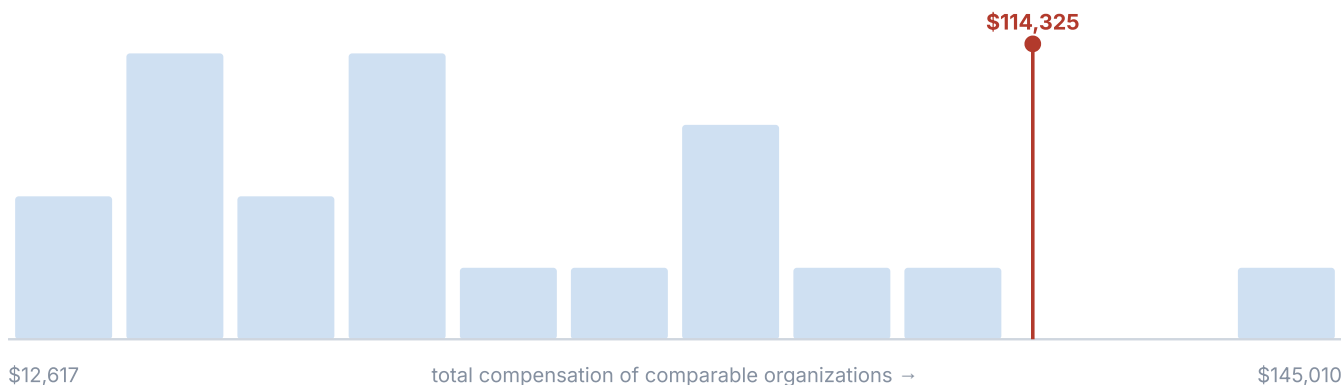
**BUDGET** Total revenue between \$203,695 and \$456,034 — 0.67x to 1.50x the subject's \$304,023 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (D01), nationwide + budget 0.67–1.5x revenue.

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

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$24,384</b>	<b>\$33,691</b>	<b>\$53,326</b>	<b>\$83,052</b>	<b>\$91,079</b>	<b>\$114,325</b>
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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 OR 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="#">The International Wildlife Rehabilitation Council</a>	OR	\$305,911	Executive Director	\$53,906	<b>\$53,906</b>	2023
<a href="#">A Time 4 Paws Inc</a>	TN	\$298,003	President	\$40,000	<b>\$43,976</b>	2024
<a href="#">Bounce Animal Rescue</a>	CO	\$310,747	Executive Director	\$60,823	<b>\$61,001</b>	2024
<a href="#">Predator Defense</a>	OR	\$313,611	Executive Director	\$145,010	<b>\$145,010</b>	2023
<a href="#">Stop Animal Exploitation Now</a>	OH	\$291,300	Executive Director	\$35,506	<b>\$40,495</b>	2023
<a href="#">A Hope Inc</a>	FL	\$318,886	Presidentceo	\$32,714	<b>\$32,143</b>	2024
<a href="#">Colorado Wildlife Federation Inc</a>	CO	\$284,460	Executive Director	\$71,667	<b>\$71,876</b>	2024
<a href="#">Louisiana Wildlife Federation</a>	LA	\$325,758	Executive Director	\$85,785	<b>\$101,718</b>	2023
<a href="#">Scientists Center For Animal Welfare</a>	OR	\$276,502	Executive Director	\$86,670	<b>\$84,183</b>	2024
<a href="#">It Takes A Village Rescue</a>	NC	\$274,160	President	\$76,500	<b>\$82,675</b>	2024
<a href="#">Southern States Bully Rescue Inc</a>	FL	\$271,042	President	\$25,750	<b>\$25,301</b>	2024
<a href="#">Indiana Wildlife Federation</a>	IN	\$270,263	Executive Director	\$75,413	<b>\$85,637</b>	2023
<a href="#">Animal Protection League Of New Jersey</a>	NJ	\$267,578	Trustee	\$32,016	<b>\$30,781</b>	2023
<a href="#">Indy Neighborhood Cats Inc</a>	IN	\$245,759	Executive Director	\$14,201	<b>\$16,126</b>	2023
<a href="#">Companion Animal Medical Project</a>	OR	\$384,445	Founderexecutive Director	\$54,344	<b>\$52,785</b>	2024
<a href="#">Angel Paws</a>	UT	\$386,459	President	\$44,500	<b>\$47,636</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dusty Tails Animal Rescue</a>	SC	\$219,241	President	\$11,869	<b>\$12,617</b>	2025
<a href="#">Pax Fauna</a>	CO	\$217,386	Board Member At Large	\$53,709	<b>\$53,866</b>	2024
<a href="#">Triangle Vegfest Inc</a>	NC	\$209,509	Executive Director	\$30,744	<b>\$34,207</b>	2023
<a href="#">Save Animals Facing Extinction</a>	WA	\$203,797	Vice President & Treasurer	\$96,000	<b>\$89,897</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 20 organizations. Compensation range \$12,617–\$145,010; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$304,023); for reference, expenses \$294,758 and assets \$253,795.

**ROLE MATCH** Martha Claire Howe, reported title "*Chair/Exec Dir*", 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	<b>95<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>95<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>95<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>95<sup>th</sup></b>

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 (Martha Claire Howe) 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 20 similarly situated organizations (Same NTEE sector (D01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,325 is reasonable (approximately the 95<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](https://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.