

# Bring It Home Florida Inc

Executive Director / CEO

EIN 833495145

FL · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robbin Bray, Executive Director / CEO** (\$29,615) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Robbin Bray — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P20).

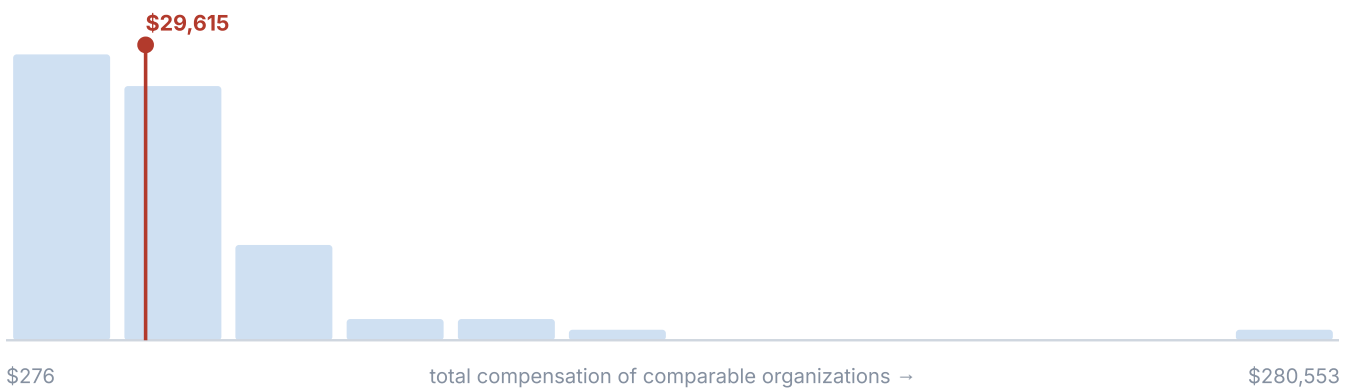
**BUDGET** Total revenue between \$34,166 and \$76,492 — 0.67x to 1.50x the subject's \$50,995 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

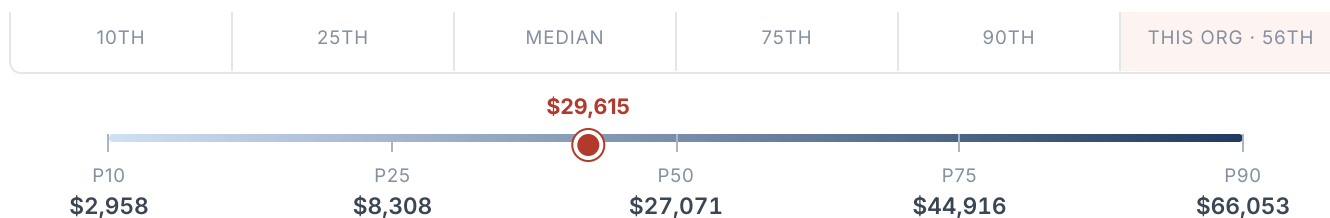
**66** organizations qualified on sector, size, and geography

→ **66** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,958	\$8,308	\$27,071	\$44,916	\$66,053	\$29,615
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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 FL 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="#">Mountain Lake Services Foundation</a>	NY	\$51,373	Executive Dir.	\$27,595	<b>\$26,544</b>	2024
<a href="#">Hope For Widows</a>	TX	\$49,108	President	\$6,000	<b>\$6,389</b>	2024
<a href="#">East Savannah United Inc</a>	GA	\$49,030	Executive Di	\$81,477	<b>\$89,783</b>	2023
<a href="#">Conversations To Remember</a>	NJ	\$53,528	Executive Director	\$60,000	<b>\$57,025</b>	2024
<a href="#">Kelly Apartments Inc</a>	MN	\$53,979	Chief Executive Officer	\$8,191	<b>\$8,870</b>	2023
<a href="#">Minorities For Equality In Employment Education Liberty And Justice</a>	TX	\$47,711	Executive Director	\$45,850	<b>\$50,264</b>	2023
<a href="#">Justice Compassion And Hope</a>	OR	\$47,319	President	\$369	<b>\$365</b>	2024
<a href="#">Rising Above Bakery Inc</a>	NJ	\$55,927	President	\$67,750	<b>\$64,390</b>	2024
<a href="#">Highlawn Community Alliance Inc</a>	WV	\$56,000	Former Executive Director 7/23-3/24	\$38,667	<b>\$44,566</b>	2024
<a href="#">New Each Morning</a>	OR	\$56,206	Executive Di	\$8,800	<b>\$8,699</b>	2024
<a href="#">Loaves &amp; Fishes Warming Center</a>	NY	\$56,416	Vice President / Director Of Operations	\$30,417	<b>\$30,122</b>	2023
<a href="#">The Hub Resource Center Inc</a>	TX	\$45,439	President & Sec	\$16,486	<b>\$18,073</b>	2023
<a href="#">Htedc Arts And Education Association</a>	AZ	\$57,667	Chief Executive Officer	\$400	<b>\$422</b>	2023
<a href="#">The Abbey Inc</a>	CO	\$57,930	Secr/exec Dir	\$25,200	<b>\$25,058</b>	2025
<a href="#">The Carolinas Foundation For Hospice And</a>	NC	\$58,047	Executive Director	\$27,901	<b>\$31,594</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friendship First Inc</a>	NY	\$43,429	Executive Director	\$38,992	<b>\$38,614</b>	2023
<a href="#">Illinois Masonic Outreach Services</a>	IL	\$43,260	Grand Secretary	\$8,542	<b>\$8,939</b>	2024
<a href="#">Neighbors Who Care Inc</a>	MA	\$58,913	Secretary & Executive Dire	\$2,000	<b>\$1,970</b>	2023
<a href="#">Orlando Police Foundation Inc</a>	FL	\$59,146	Executive Director	\$26,073	<b>\$26,073</b>	2024
<a href="#">The Bridge Of Central Massachusetts</a>	MA	\$59,173	President & Ceo	\$29,151	<b>\$28,708</b>	2023
<a href="#">Dark Horse Futures Foundation</a>	NC	\$59,210	Incorporator	\$3,000	<b>\$3,300</b>	2024
<a href="#">Neighbor 2 Neighbor</a>	TN	\$59,224	Executive Di	\$70,521	<b>\$76,873</b>	2025
<a href="#">Rainbow Wellness Collective Inc</a>	MN	\$59,260	Executive Dir.	\$25,962	<b>\$27,308</b>	2024
<a href="#">Indian American Impact Project</a>	DC	\$60,623	Former Executive Director	\$29,829	<b>\$27,864</b>	2024
<a href="#">Family And Community Services Of</a>	OH	\$41,263	Exec Director	\$2,132	<b>\$2,404</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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

**PEER COUNT** 66 organizations. Compensation range \$276–\$280,553; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$50,995); for reference, expenses \$109,039 and assets \$30,661. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Robbin Bray, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	13 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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

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 (Robbin Bray) 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 66 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,615 is reasonable (approximately the 56<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.