

Camberwell Grief Sanctuary

Executive Director / CEO

EIN 843179952

KY · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kelly Parrish, Executive Director / CEO** (\$59,893) against **every comparable organization** that fit the selection criteria — **1064** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

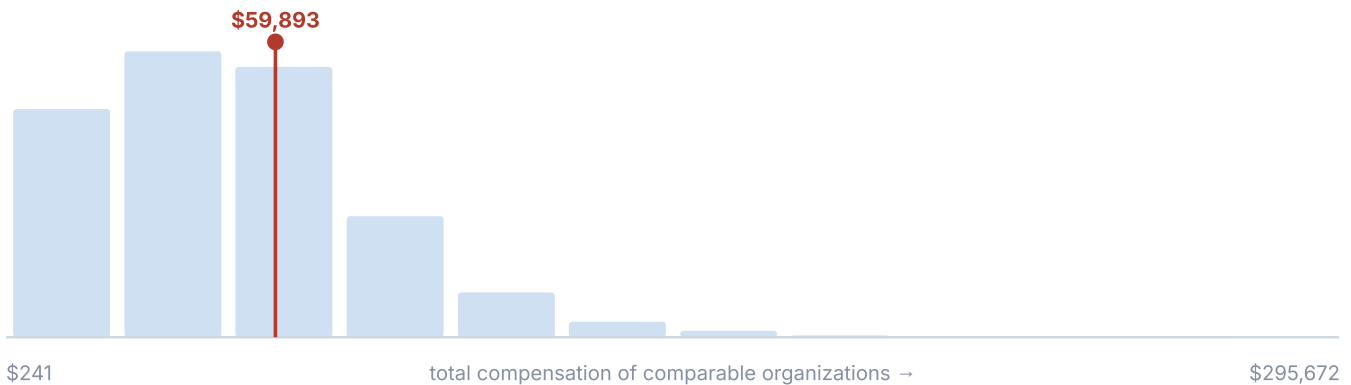
Benchmarked executive: Kelly Parrish — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$220,523 and \$493,710 — 0.67x to 1.50x the subject's \$329,140 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,064 organizations qualified on sector, size, and geography → **1,064** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,669	\$26,568	\$47,376	\$67,893	\$87,897	\$59,893
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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 KY 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
Mi Work Matters	MI	\$329,101	Executive Di	\$68,077	\$63,527	2024
Cornerstone Of Grace	WI	\$329,196	Director	\$63,592	\$61,816	2023
Cancer Journeys Foundation	CA	\$328,870	Chairman	\$365	\$285	2024
Unique Avenue	TX	\$329,498	Executive Director	\$99,246	\$89,754	2024
Gaston Residential Development Inc	NC	\$329,537	President	\$19,201	\$17,474	2025
Father Bill Atkinson Center	PA	\$329,726	Program Manager	\$33,852	\$30,520	2024
Yolo Healthy Aging Alliance	CA	\$328,066	Executive Director	\$29,423	\$23,648	2023
Innermission Inc	IN	\$330,274	Executive/director	\$30,059	\$29,505	2023
One Challenge Usa	CO	\$327,988	Executive Director	\$8,466	\$7,339	2024
Litarts Ri	RI	\$327,897	Program Director	\$73,999	\$64,150	2024
Disability Resource Network	AL	\$327,865	Executive Director	\$58,077	\$56,724	2024
Inclusionworks	OH	\$327,438	President	\$1,300	\$1,282	2023
Hope- Esperanza	NE	\$327,361	Employment Coordinator	\$20,800	\$19,704	2025
Promise Community Development Inc	KY	\$331,066	Executive Director	\$51,037	\$51,037	2023
Blue Mountain Escape Inc	PA	\$326,936	Manager	\$20,560	\$18,536	2024
Out Of A Jam Inc	IN	\$326,932	Executive Di	\$90,160	\$85,958	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forensic Nursing Network Inc	OH	\$331,431	Executive Director/treasurer	\$74,544	\$71,380	2024
Family Connection Of Warren County Inc	GA	\$331,479	Executive Director	\$76,232	\$69,298	2024
Striving For Excellence Academy Inc	FL	\$326,797	President	\$76,438	\$64,920	2024
The Clubhouse For Special Needs	TX	\$326,770	Administrative Director	\$53,280	\$49,607	2023
Faith House Academy & Early Learning Center	OH	\$331,543	Pastor/ceo	\$23,035	\$22,709	2023
Heartlove Place Inc	WI	\$326,422	Executive Dir.	\$130,379	\$126,738	2023
Prepare Inc	MD	\$326,107	Co-founder Director Of Advocacy	\$43,771	\$36,996	2024
Advocates For Immigrant Survivors	TX	\$326,092	Co-executive Director	\$111,619	\$100,944	2024
Lubick Foundation	CO	\$326,003	Executive Dir.	\$54,238	\$47,019	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 1064 organizations. Compensation range \$241–\$295,672; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$329,140); for reference, expenses \$315,966 and assets \$1,330,828.

ROLE MATCH	Kelly Parrish, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	65 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	62 nd

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 (Kelly Parrish) 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 1064 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,893 is reasonable (approximately the 65th 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.