

Raven Cares Inc

Executive Director / CEO

EIN 862856722

KY · NTEE F20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Audrey Holbrook, Executive Director / CEO** (\$42,308) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

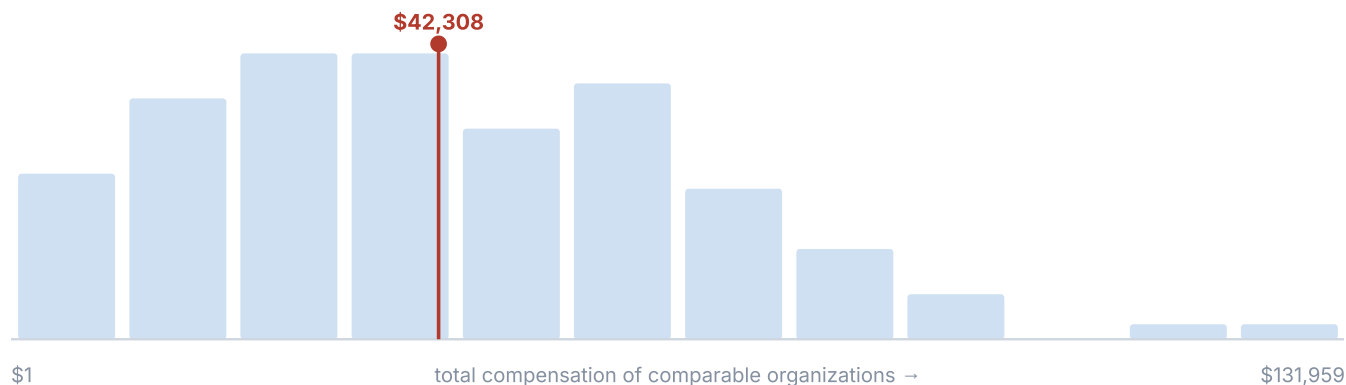
Benchmarked executive: Audrey Holbrook — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F20).
BUDGET	Total revenue between \$180,744 and \$404,652 — 0.67x to 1.50x the subject's \$269,768 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$12,354	\$23,481	\$39,696	\$59,207	\$74,782	\$42,308
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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
Nashville Peacemakers	TN	\$268,074	Ceo	\$64,260	\$61,066	2024
Nar-anon Family Group Headquarters Inc	CA	\$271,647	Executive Director	\$50,170	\$39,167	2024
Baltimore Intergroup Council Of Aa	MD	\$271,749	Administrator/special Worker	\$39,577	\$34,440	2023
Mississippi Harm Reduction Initiative	MS	\$272,586	Executive Director	\$39,423	\$39,696	2024
New Dawn Recovery Services Inc	WI	\$266,649	Executive Di	\$75,000	\$72,905	2023
Simple Living Inc	MA	\$273,430	Executive Di	\$62,400	\$50,695	2024
The Second Story Foundation	IL	\$265,869	Executive Director	\$41,667	\$37,035	2024
Jesus Inn Ministries Inc	OK	\$265,681	President	\$59,614	\$61,099	2023
Recovery Wellness Initiative Inc	ME	\$263,788	Volunteer Coordinator	\$18,782	\$17,003	2024
Hope House Ministry Inc	IN	\$262,824	Executive Di	\$61,478	\$58,613	2024
Angels In Flight Recovery Center	GA	\$277,363	President	\$41,600	\$37,816	2024
American Society Of Addiction Medicine	WI	\$277,418	Member	\$7,245	\$6,840	2024
Broken Chains Inc	TX	\$262,071	Ceo Director & Founder	\$30,588	\$28,480	2023
Clay Student Leadership Inc	TX	\$279,317	President	\$15,833	\$14,319	2024
Freedom Center	MS	\$279,581	Executive Di	\$13,000	\$13,090	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rose Garden Recovery Community Inc	IN	\$279,654	Executive Dir.	\$28,408	\$27,084	2024
Trinity Counseling Center Of Florida Inc	FL	\$281,074	Ceo	\$17,177	\$14,588	2024
Summit County Community	OH	\$255,950	Executive Director	\$74,630	\$76,590	2022
Titus Community Inc	TX	\$255,927	Treasurer & Executive Dire	\$44,258	\$41,207	2023
Aasf Valley Central Office	CA	\$254,095	Director	\$75,841	\$59,207	2024
A Way Forward Inc	CO	\$286,064	Executive Dir.	\$40,334	\$34,966	2024
Jackson County Court Service Inc	AL	\$253,351	Exec Director	\$30,462	\$30,631	2023
Standing Strong Inc	MD	\$286,743	Ceo	\$1,950	\$1,697	2023
Abw Inc	OH	\$287,580	Ceo	\$32,936	\$31,538	2024
Favor Grand Strand	SC	\$251,550	Director	\$126,000	\$118,840	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 117 organizations. Compensation range \$1–\$131,959; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$269,768); for reference, expenses \$345,544 and assets \$30,500.

ROLE MATCH	Audrey Holbrook, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	55 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	54 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 (Audrey Holbrook) 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 117 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,308 is reasonable (approximately the 55th 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.