

Raven Association

Executive Director / CEO

This analysis benchmarks the total compensation of **John Pizzuro, Executive Director / CEO** (\$183,992) against **every comparable organization** that fit the selection criteria — **417** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

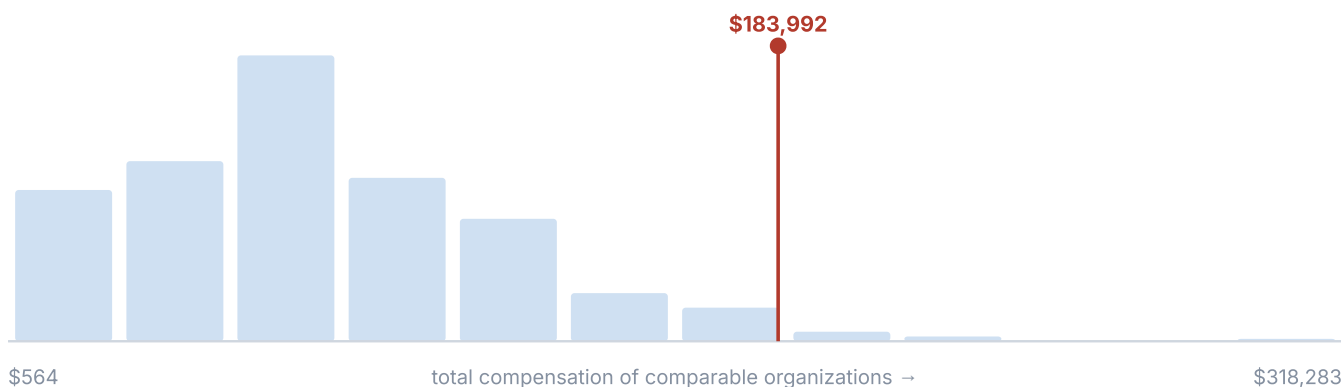
Benchmarked executive: John Pizzuro — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R28).
BUDGET	Total revenue between \$280,359 and \$627,670 — 0.67x to 1.50x the subject's \$418,447 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

417 organizations qualified on sector, size, and geography → **417** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,533	\$43,552	\$72,409	\$100,964	\$131,152	\$183,992
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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 TX 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
Directorio Legislativo For The Americas	FL	\$418,316	President	\$140,656	\$135,996	2023
Dubuque County Right To Life Inc	IA	\$418,078	Executive Director	\$91,527	\$100,185	2024
Street Democracy	MI	\$419,050	President	\$32,200	\$33,225	2024
Louisville Youth Group Inc	KY	\$417,596	Executive Director	\$77,783	\$83,542	2024
Farm-to-consumer Legal Defense Fund	VA	\$419,440	Executive Director	\$81,314	\$80,806	2023
Bring Our Troops Home Inc	ID	\$419,583	Director	\$42,616	\$46,659	2023
Northern Hills Area Casa Program	SD	\$420,049	Executive Dir.	\$69,667	\$76,863	2024
The Coalition For Sensible Safeguards Inc	DC	\$416,414	Executive Director	\$152,891	\$138,086	2023
Florida Impact Inc	FL	\$414,959	President/ce	\$92,240	\$89,185	2023
The Association Of Women In Water Energy And Envir	CA	\$414,882	Executive Director	\$89,368	\$77,145	2024
Dayton Right To Life Foundation	OH	\$422,168	Executive Di	\$28,926	\$30,628	2024
Fair Districts Fund	DC	\$414,100	Director/president	\$36,162	\$32,660	2023
Asian American Women's Political Initiative Inc	MA	\$424,597	Secretary	\$57,000	\$51,205	2024
Advocates For Trans Equality	NY	\$424,852	Executive Director	\$21,038	\$19,005	2024
Progressnow New Mexico	NM	\$411,737	Executive Di	\$8,177	\$9,052	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Womens Diversity Network Inc	NY	\$411,630	Founder/board Member	\$83,987	\$78,110	2023
Community Mediation Center	TN	\$411,118	Executive Di	\$54,013	\$55,295	2025
Unity Coalition Coalicion Unida Inc	FL	\$425,800	Director	\$50,000	\$46,957	2024
The Frederick Center Inc	MD	\$426,086	Executive Director	\$56,406	\$52,718	2024
Brave House Inc	NY	\$426,440	Executive Director	\$60,000	\$54,201	2024
Casa Of The Permian Basin Inc	TX	\$426,647	Executive Director	\$64,181	\$64,181	2024
California Forward Action Fund	CA	\$410,000	President & Ceo (Term 6/14/23)	\$30,482	\$27,090	2023
Montanans For Choice	MT	\$428,489	Executive Director	\$98,333	\$105,964	2024
West Virginia Pregnancy Center Coalition Inc	WV	\$408,099	Executive Director	\$7,826	\$8,721	2023
Race Forward Action Inc	NY	\$408,044	Secretary	\$35,568	\$32,130	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 417 organizations. Compensation range \$564–\$318,283; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$418,447); for reference, expenses \$591,319 and assets \$524,430. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	John Pizzuro, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	98 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	94 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 (John Pizzuro) 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 10, 2026, comparing compensation against 417 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$183,992 is reasonable (approximately the 98th 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 10, 2026.