

# Christian Counseling Center

Executive Director / CEO

EIN 134333352  
 CT · NTEE F60  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Cheryl Allen, Executive Director / CEO** (\$8,388) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

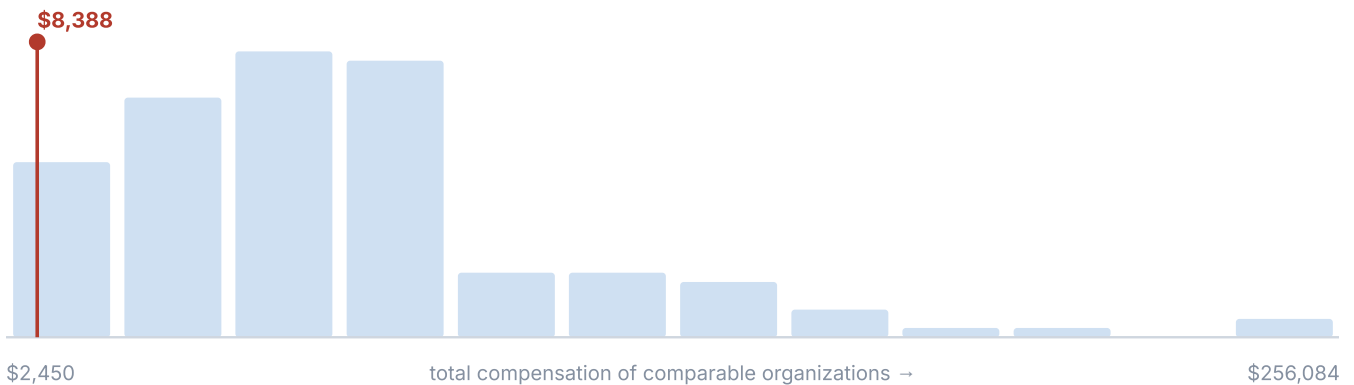
**Benchmarked executive:** Cheryl Allen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$199,962 and \$447,678 — 0.67x to 1.50x the subject's \$298,452 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**133** organizations qualified on sector, size, and geography → **133** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,816	\$34,956	\$58,852	\$82,886	\$127,844	<b>\$8,388</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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\$8,388



## ■ 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 CT 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="#">Mending Hearts Family Services Inc</a>	AZ	\$302,769	President & Ceo	\$41,768	<b>\$41,613</b>	2024
<a href="#">The Brian Dagle Foundation Inc</a>	CT	\$293,257	President	\$30,000	<b>\$30,000</b>	2023
<a href="#">Brunan Inc</a>	NJ	\$293,046	Executive Dir.	\$50,000	<b>\$47,612</b>	2023
<a href="#">Crossings Counseling Center Inc</a>	GA	\$292,455	President	\$29,070	<b>\$30,280</b>	2024
<a href="#">Consuelo Inc</a>	IL	\$289,604	President	\$65,500	<b>\$68,679</b>	2023
<a href="#">Noble Choices Inc</a>	TX	\$289,499	President & Founder	\$186,594	<b>\$199,072</b>	2023
<a href="#">Heartstrings Counseling Inc</a>	CA	\$308,555	Ceo	\$90,000	<b>\$82,886</b>	2023
<a href="#">Chinook Horses</a>	MT	\$288,212	Executive Dir.	\$108,037	<b>\$120,643</b>	2024
<a href="#">Cornerstone Center For Counseling</a>	CA	\$287,709	President	\$49,811	<b>\$45,874</b>	2023
<a href="#">Place Of Refuge Inc</a>	PA	\$287,064	Exec Director Interim	\$44,138	<b>\$46,945</b>	2023
<a href="#">New Hope Counseling Services Inc</a>	IN	\$310,014	Pastor Of Operations	\$85,841	<b>\$96,548</b>	2023
<a href="#">The Bridge Restoration Ministry Napa</a>	CA	\$312,035	Executive Director	\$60,750	<b>\$55,948</b>	2023
<a href="#">Love Like Lexi Project Inc</a>	AL	\$314,689	Executive Dire	\$72,969	<b>\$81,665</b>	2024
<a href="#">Hope For Healthy Families Counseling Center</a>	CA	\$315,277	Ceopresident	\$16,929	<b>\$15,143</b>	2024
<a href="#">Tides Inc</a>	PA	\$280,678	Executive Director	\$63,162	<b>\$65,251</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mercy House International Inc</a>	OR	\$316,575	Ceo	\$30,000	<b>\$28,117</b>	2025
<a href="#">Seneca Choices For Life Inc</a>	GA	\$280,074	Executive Director	\$56,038	<b>\$60,095</b>	2023
<a href="#">Concho Valley Biblical Counseling Center</a>	TX	\$279,169	Director Of Operations	\$32,280	<b>\$33,451</b>	2024
<a href="#">Women Supporting Women Inc</a>	MD	\$319,274	Executive Director	\$41,349	<b>\$40,047</b>	2024
<a href="#">Aragon &amp; Hernandez Social Services</a>	CA	\$319,881	Chief Executive Officer	\$36,140	<b>\$32,328</b>	2024
<a href="#">Lexington Christian Counseling</a>	SC	\$276,019	President	\$85,688	<b>\$92,607</b>	2024
<a href="#">Ribbon Of Hope Inc</a>	IN	\$275,691	Executive Director	\$78,124	<b>\$85,348</b>	2024
<a href="#">Three Trails Assessment &amp; Resource</a>	WY	\$275,377	Executive Dir.	\$41,766	<b>\$46,332</b>	2024
<a href="#">Red Bird Ministries Inc</a>	LA	\$274,356	Founder/pres	\$14,414	<b>\$16,442</b>	2024
<a href="#">Achieve Counseling &amp; Wellness</a>	AZ	\$273,313	President Executive Director	\$69,254	<b>\$68,997</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **133** organizations. Compensation range \$2,450–\$256,084; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$298,452); for reference, expenses \$305,477 and assets \$302,703.

ROLE MATCH	Cheryl Allen, reported title "EXECUTIVE DIRECTOR", 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	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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Cheryl Allen) 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 133 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,388 is reasonable (approximately the 2<sup>nd</sup> 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.