

Daemion Counseling Center Inc

Executive Director / CEO

EIN 231733365
 PA · NTEE P46Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kaitlen Langerhans, Executive Director / CEO** (\$24,728) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

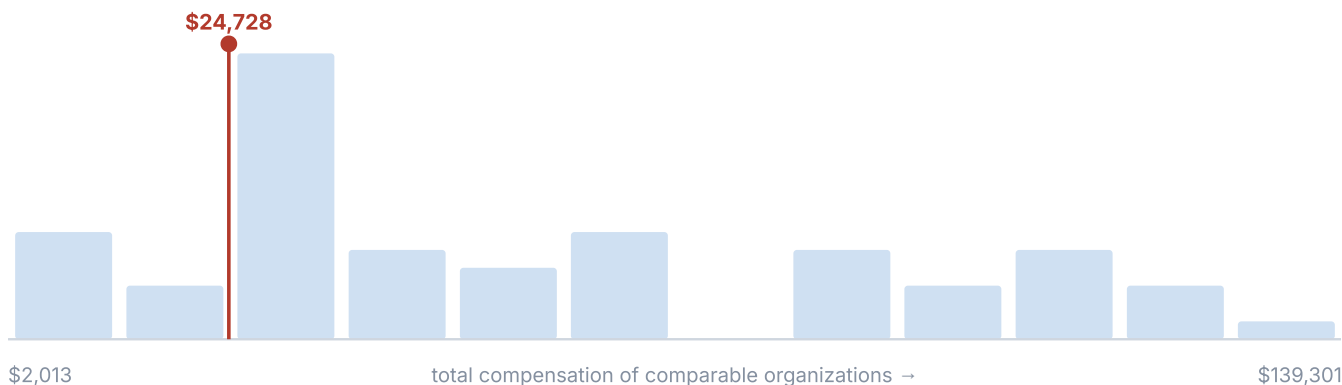
Benchmarked executive: Kaitlen Langerhans — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P46Z).
BUDGET	Total revenue between \$145,850 and \$326,530 — 0.67x to 1.50x the subject's \$217,687 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,762	\$28,983	\$44,777	\$82,899	\$111,524	\$24,728
----------	----------	----------	----------	-----------	-----------------



■ 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 PA 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
Bliss & Wisdom Culture And Education	CA	\$218,140	Cfo	\$2,400	\$2,078	2023
Joshua Holmes Ministries	TX	\$220,000	Secretary	\$28,000	\$27,281	2024
Delaware Multicultural And Civic Organiz	DE	\$210,427	President	\$27,347	\$26,081	2024
Marriage Adventure Inc	GA	\$210,041	President	\$42,500	\$41,623	2024
Heart In Balance	CA	\$228,400	Executive Dir.	\$25,190	\$21,186	2024
Eagle Family Ministries Inc	AR	\$230,634	President	\$32,500	\$36,633	2023
Community Grief Support Service	AL	\$230,846	Executive Director - Part Year	\$45,536	\$47,916	2024
Journey For Life	NC	\$203,981	President	\$122,650	\$123,435	2024
Empowered And Dedicated To Edify The	MA	\$231,724	Ceo And Exec Director	\$100,000	\$87,526	2024
Worldwide Marriage Encounter Usa	CA	\$239,704	Office Manager	\$74,845	\$62,949	2024
Illinois Mental Health Counselors Assoc	IL	\$240,710	Executive Director	\$35,100	\$32,744	2025
Shalom Place	PA	\$194,120	President	\$100,605	\$100,605	2023
Whatever It Takes Ministries Inc	FL	\$191,117	President	\$71,448	\$67,306	2023
Seeds Wilderness Therapy	CO	\$191,070	Executive Director	\$35,560	\$34,192	2023
The Apollos Project Inc	RI	\$189,280	Director	\$11,000	\$10,273	2024
Ultimate Escape	TN	\$187,862	Director	\$103,110	\$108,684	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mobilepreacherorg Inc	FL	\$249,166	President & Ceo	\$90,600	\$82,899	2024
Dovehouse Ministries	TN	\$251,533	Founding Dir	\$62,956	\$66,359	2023
Free To Be Ministries	OH	\$261,697	Executive Director	\$34,077	\$36,193	2023
Cavetime Inc	OK	\$173,078	Executive Director	\$100,362	\$110,819	2023
Pastoral Care & Counseling Institute	NC	\$262,503	Director	\$27,298	\$28,284	2023
World Grace Project	IA	\$172,620	Community Outreach	\$55,700	\$61,157	2023
Hope Matters Marriage Ministries	TX	\$263,644	President	\$114,367	\$114,720	2023
Someone To Tell It To Inc	PA	\$265,573	Co-ceo	\$82,127	\$82,127	2023
Teen Hope Of Idaho Inc	ID	\$265,688	Executive Director (June-dec)	\$11,550	\$12,321	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 57 organizations. Compensation range \$2,013–\$139,301; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$217,687); for reference, expenses \$215,356 and assets \$330,567.

ROLE MATCH Kaitlen Langerhans, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	14 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 (Kaitlen Langerhans) 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 57 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,728 is reasonable (approximately the 16th 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.