

Pastoral Care & Counseling Institute

Executive Director / CEO

EIN 237412477

NC · NTEE P46Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Francesca Morfesis, Executive Director / CEO** (\$27,298) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

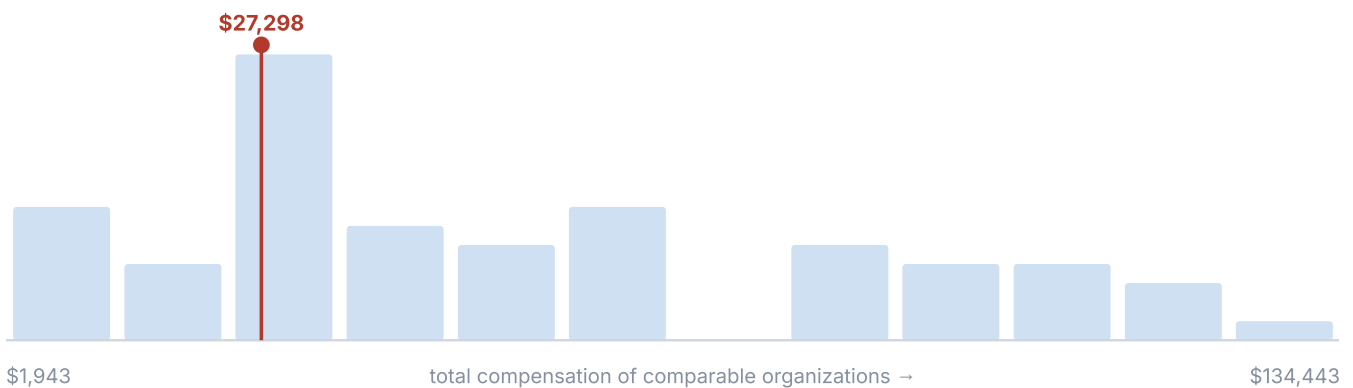
Benchmarked executive: Francesca Morfesis — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P46Z).
BUDGET	Total revenue between \$175,877 and \$393,754 — 0.67x to 1.50x the subject's \$262,503 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,891	\$27,974	\$43,216	\$79,900	\$107,148	\$27,298
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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 NC 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
Free To Be Ministries	OH	\$261,697	Executive Director	\$34,077	\$34,931	2023
Hope Matters Marriage Ministries	TX	\$263,644	President	\$114,367	\$110,719	2023
Someone To Tell It To Inc	PA	\$265,573	Co-ceo	\$82,127	\$79,263	2023
Teen Hope Of Idaho Inc	ID	\$265,688	Executive Director (June-dec)	\$11,550	\$11,891	2023
Shalveh Inc	NY	\$269,717	Director	\$3,000	\$2,548	2024
Siloam	PA	\$271,663	Executive Di	\$123,735	\$115,994	2024
Restore Ministries Inc	MO	\$273,193	Minister	\$28,196	\$28,073	2024
Dovehouse Ministries	TN	\$251,533	Founding Dir	\$62,956	\$64,045	2023
Christian Psychological Services Of	KS	\$275,098	Executive Dir.	\$30,637	\$31,114	2024
Mobilepreacherorg Inc	FL	\$249,166	President & Ceo	\$90,600	\$80,009	2024
Bridge To Life Ministries	MI	\$278,387	President	\$64,062	\$63,994	2023
Equipping Network	LA	\$278,874	President	\$30,142	\$32,122	2023
Freedom That Lasts Ministries	SC	\$279,515	Executive Director	\$81,473	\$79,900	2024
Pastoral Counseling For Denver Inc	CO	\$284,132	Administrative Director	\$31,034	\$27,974	2024
Illinois Mental Health Counselors Assoc	IL	\$240,710	Executive Director	\$35,100	\$31,602	2025
Newton Pregnancy Resource Center	GA	\$284,362	Executive	\$59,900	\$58,289	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Worldwide Marriage Encounter Usa	CA	\$239,704	Office Manager	\$74,845	\$60,754	2024
Community Counseling Center Inc	CA	\$287,160	Executive Director	\$54,648	\$43,216	2025
Ste Genevieve Area Center For Life	MO	\$288,158	Executive Di	\$53,321	\$54,657	2023
One Voice One Community	PA	\$288,166	Vice Preside	\$35,000	\$33,779	2023
Fuller Life Institute	TX	\$288,769	Board Member	\$30,995	\$29,146	2024
Living Well Inc	OK	\$289,602	Executive Director	\$24,000	\$24,203	2025
Camp Koala	PA	\$292,269	President; Exec Director	\$50,000	\$48,256	2023
Empowered And Dedicated To Edify The	MA	\$231,724	Ceo And Exec Director	\$100,000	\$84,473	2024
Haven Retreats Inc	FL	\$293,861	Board Of Directors, Director (Employee) Nonvoting Member	\$52,975	\$46,782	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 61 organizations. Compensation range \$1,943–\$134,443; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$262,503); for reference, expenses \$258,624 and assets \$0.

ROLE MATCH Francesca Morfesis, reported title *"Director"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable 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	25 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	23 rd

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 (Francesca Morfesis) 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 61 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,298 is reasonable (approximately the 25th 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.