

Outreach Teen And Family Services Inc

Executive Director / CEO

EIN 251402188

PA · NTEE P460

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mary D Birks, Executive Director / CEO** (\$86,958) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

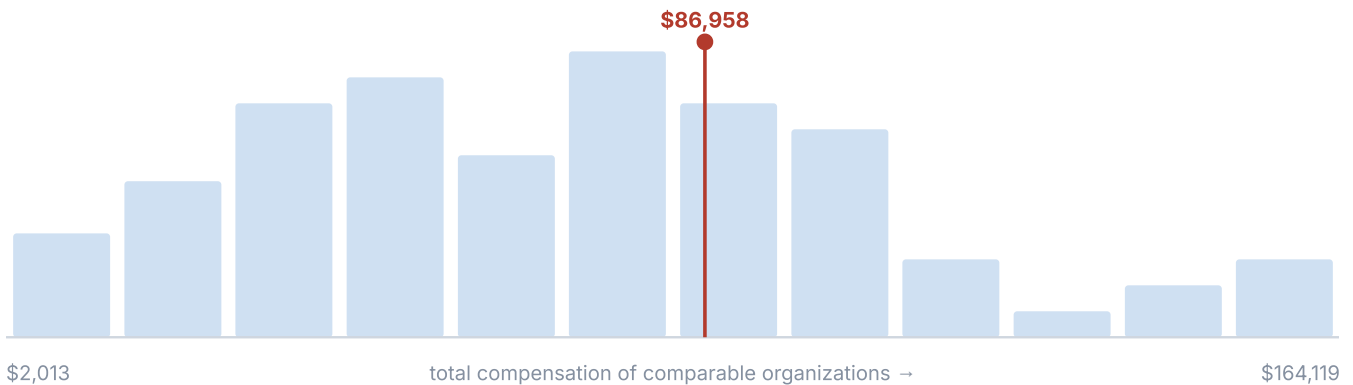
Benchmarked executive: Mary D Birks — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P460).
BUDGET	Total revenue between \$300,911 and \$673,683 — 0.67x to 1.50x the subject's \$449,122 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,771	\$42,450	\$69,871	\$90,989	\$112,029	\$86,958
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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 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
Ability Tree Inc	MO	\$453,508	Ceo	\$60,500	\$62,413	2024
Coastal Samaritan Counseling Center	SC	\$443,686	Executive Director	\$94,467	\$95,990	2024
From Within Counseling Inc	TN	\$437,007	President	\$147,690	\$155,673	2023
Birds On A Wire-moms Inc	GA	\$436,571	President	\$99,203	\$97,154	2024
Renacer Social Corp	PR	\$436,240	Forensic Psychology	\$75,599	\$73,430	2024
Familykind Ltd	NY	\$435,777	Executive Director	\$93,595	\$84,810	2023
Alabama Counseling Association	AL	\$435,298	Executive Director	\$39,936	\$40,939	2025
Community Service Properties Inc	AR	\$465,145	President/ce	\$14,234	\$15,584	2024
Grace Counseling Group	CA	\$465,565	President/treas	\$77,000	\$64,761	2024
Tidewater Pastoral Counseling	VA	\$422,288	Executive Di	\$91,556	\$86,103	2024
Community Commitment Inc	PA	\$420,460	President/ce	\$99,849	\$99,849	2023
Kids Turn San Diego	CA	\$420,291	Executive Director	\$99,696	\$86,326	2023
Casper Family Connections	WY	\$417,700	Executive Director	\$75,692	\$76,910	2025
Sibs Place Inc	NY	\$414,546	Executive Director	\$41,683	\$36,687	2024
Access Christian Ministries Inc	NC	\$483,964	Executive Director	\$78,941	\$81,793	2023
Haven Of Hope Inc	KY	\$411,158	Executive Di	\$51,568	\$53,963	2024
Counseling Center At The Crossing	IN	\$408,764	President	\$105,099	\$107,952	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Home Improvement Ministries Inc	MA	\$408,221	President	\$119,025	\$104,177	2024
Marriage And Family Counseling Of R I Co	IL	\$405,623	Executive Director	\$90,871	\$87,015	2024
Project Legacy	MN	\$492,706	Executive Director	\$76,563	\$73,686	2024
Encompass Connection Center	OH	\$404,133	Co-director	\$18,939	\$19,538	2024
Caring Counseling Ministries	IL	\$498,355	Executive Dir.	\$57,713	\$53,839	2025
Sankofa Behavioral And Community Health Inc	WI	\$503,916	Chairman	\$134,834	\$141,206	2023
While We Are Waiting	AR	\$504,197	President	\$37,929	\$42,752	2023
New England Center For Family Connection	MA	\$386,805	Executive Director	\$61,679	\$53,985	2024

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	73 organizations. Compensation range \$2,013–\$164,119; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$449,122); for reference, expenses \$521,828 and assets \$243,847.
ROLE MATCH	Mary D Birks, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	71 st
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	64 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 (Mary D Birks) 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 73 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,958 is reasonable (approximately the 71st 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.