

Christ Centered Counseling Ministries

Executive Director / CEO

EIN 273098887

PA · NTEE P46

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Clyde Bomgardner, Executive Director / CEO** (\$73,000) against **every comparable organization** that fit the selection criteria — **784** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

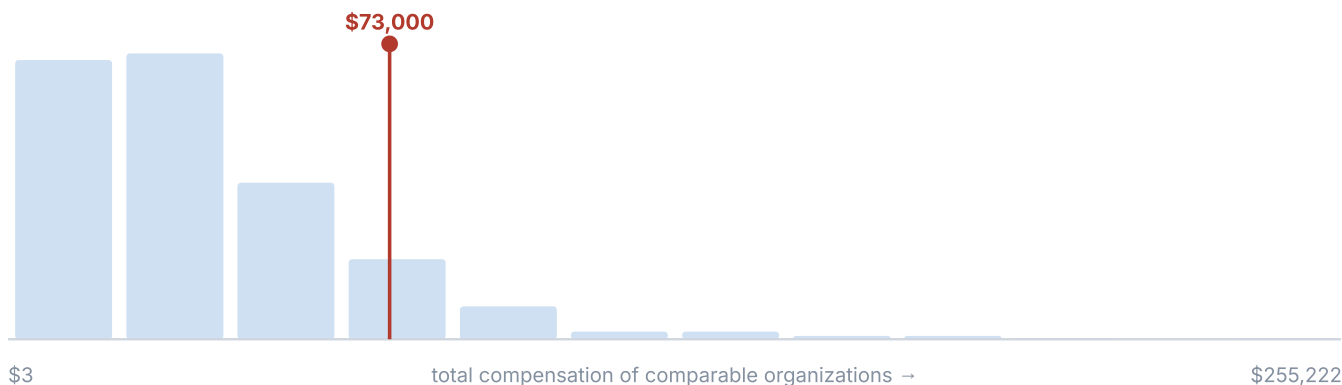
Benchmarked executive: Clyde Bomgardner — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P46).
BUDGET	Total revenue between \$76,879 and \$172,117 — 0.67x to 1.50x the subject's \$114,745 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

784 organizations qualified on sector, size, and geography → **784** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,312	\$16,382	\$31,210	\$50,833	\$71,849	\$73,000
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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
Northeast Accessible Golf	MA	\$114,569	President/ed	\$16,000	\$14,418	2024
Dine Brands Global Foundation Inc	CA	\$114,932	Board Member	\$39,406	\$35,129	2023
Whyhoo-now Inc	MO	\$114,482	Ceo, President & Treasurer	\$88,846	\$94,363	2024
River Deep Foundation	CO	\$114,481	Executive Di	\$36,663	\$35,253	2024
Cedar Hill Housing Corporation	MO	\$115,212	President And Ceo, Freeman Health System / Director	\$38,297	\$40,675	2024
The Ymca Of Greater High Point Foundation Inc (4563-so1)	NC	\$115,228	President/ceo, Ymca Of High Point	\$31,813	\$32,962	2024
Mentally Handicapped Children's	CA	\$115,259	Executive Director	\$16,979	\$15,137	2023
The Roadie Clinic Inc	MI	\$115,316	Ceo	\$18,000	\$18,631	2024
Onpath Foundation	LA	\$114,172	President	\$19,796	\$21,859	2024
Love Mercy	CA	\$114,158	Execuitive Director	\$75,000	\$66,860	2023
Our Sisters Closet Inc	AL	\$114,120	President	\$38,142	\$41,321	2024
Hope House	TN	\$114,106	Executive Director	\$30,826	\$32,492	2024
Homes Of Hope Inc	CO	\$113,929	Director	\$43,113	\$41,455	2024
Vermont Association Of Senior Centers And Meal Providers	VT	\$113,923	Ex. Director	\$65,810	\$66,423	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Share Iii Inc	NY	\$115,636	Executive Director	\$70,564	\$65,829	2023
Among Friends Activity Center Inc	OK	\$113,835	Executive Di	\$44,500	\$50,587	2023
James River Apartments	VA	\$115,728	Executive Director	\$15,818	\$15,315	2024
Foundation Of The Arc Of Anchorage	AK	\$115,741	Ceo/trustee	\$12,672	\$12,507	2023
Avenues Foundation	PA	\$113,617	Executive Director	\$27,981	\$28,807	2023
Childrens Humanitarian Services	WA	\$113,611	President	\$5,304	\$5,104	2022
Albany Arc Foundation Inc	NY	\$113,596	Executive Director	\$23,651	\$22,064	2023
Children's Discovery Academy Inc	MI	\$115,910	Director & S	\$15,857	\$16,897	2023
Debt Counseling Corp	NY	\$113,572	President	\$67,000	\$62,504	2023
Brookshire New Birth Ministries	TX	\$113,413	Director	\$14,400	\$14,444	2024
Step Into Life Ministries Inc	PA	\$113,379	Exec Dir	\$6,240	\$6,424	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 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 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 **784** organizations. Compensation range \$3–\$255,222; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$114,745); for reference, expenses \$105,322 and assets \$53,205.
ROLE MATCH	Clyde Bomgardner, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	212 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	90 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	66 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 (Clyde Bomgardner) 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 784 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,000 is reasonable (approximately the 90th 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.