

# Marriage And Family Counseling Of R I Co

Executive Director / CEO

EIN 362606683

IL · NTEE P46Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **William J Hiebert, Executive Director / CEO** (\$90,871) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** William J Hiebert — 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).

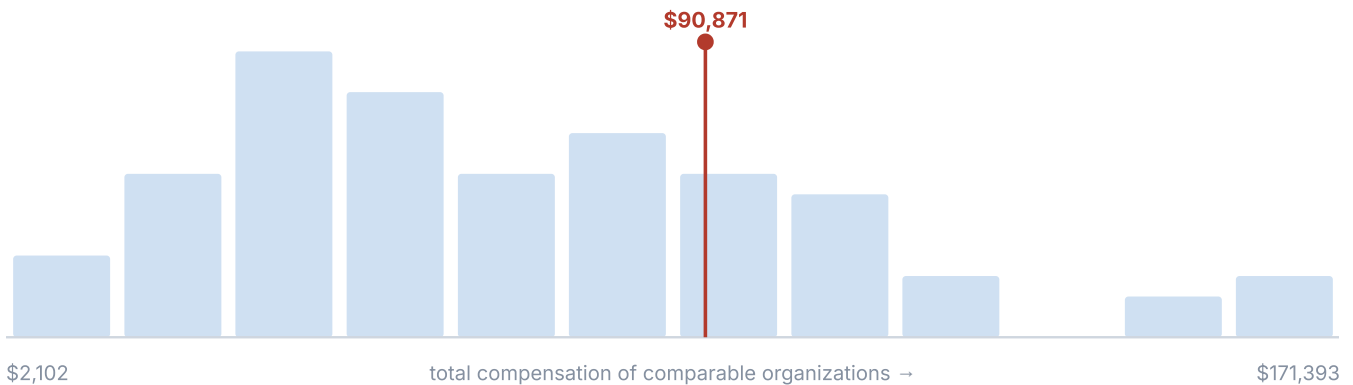
**BUDGET** Total revenue between \$271,767 and \$608,434 — 0.67x to 1.50x the subject's \$405,623 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

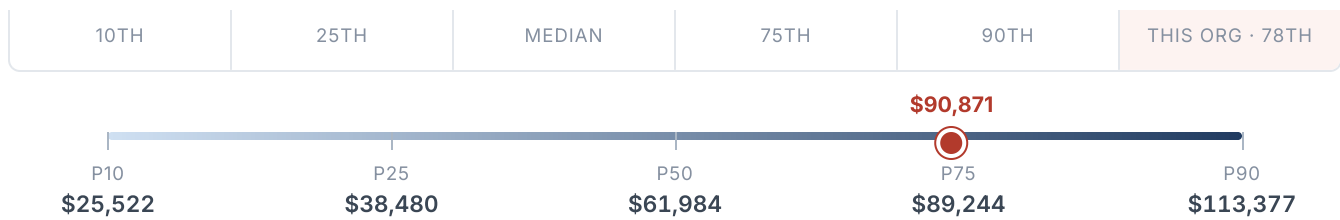
**79** organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,522	\$38,480	\$61,984	\$89,244	\$113,377	\$90,871
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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 IL 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="#">Encompass Connection Center</a>	OH	\$404,133	Co-director	\$18,939	<b>\$20,404</b>	2024
<a href="#">Home Improvement Ministries Inc</a>	MA	\$408,221	President	\$119,025	<b>\$108,795</b>	2024
<a href="#">Counseling Center At The Crossing</a>	IN	\$408,764	President	\$105,099	<b>\$112,736</b>	2024
<a href="#">Haven Of Hope Inc</a>	KY	\$411,158	Executive Di	\$51,568	<b>\$56,354</b>	2024
<a href="#">Sibs Place Inc</a>	NY	\$414,546	Executive Director	\$41,683	<b>\$38,313</b>	2024
<a href="#">Casper Family Connections</a>	WY	\$417,700	Executive Director	\$75,692	<b>\$80,319</b>	2025
<a href="#">Kids Turn San Diego</a>	CA	\$420,291	Executive Director	\$99,696	<b>\$90,153</b>	2023
<a href="#">Community Commitment Inc</a>	PA	\$420,460	President/ce	\$99,849	<b>\$104,274</b>	2023
<a href="#">Tidewater Pastoral Counseling</a>	VA	\$422,288	Executive Di	\$91,556	<b>\$89,919</b>	2024
<a href="#">New England Center For Family Connection</a>	MA	\$386,805	Executive Director	\$61,679	<b>\$56,378</b>	2024
<a href="#">Family Service Association Of Lubbock</a>	TX	\$384,689	Executive Director	\$104,859	<b>\$106,693</b>	2024
<a href="#">Samaritan Counseling Centers Of The</a>	TN	\$377,475	Executive D	\$3,750	<b>\$4,128</b>	2023
<a href="#">Alabama Counseling Association</a>	AL	\$435,298	Executive Director	\$39,936	<b>\$42,754</b>	2025
<a href="#">Familykind Ltd</a>	NY	\$435,777	Executive Director	\$93,595	<b>\$88,569</b>	2023
<a href="#">Renacer Social Corp</a>	PR	\$436,240	Forensic Psychology	\$75,599	<b>\$75,599</b>	2024
<a href="#">Birds On A Wire-moms Inc</a>	GA	\$436,571	President	\$99,203	<b>\$101,460</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">From Within Counseling Inc</a>	TN	\$437,007	President	\$147,690	<b>\$162,572</b>	2023
<a href="#">Grace Ministries</a>	VA	\$370,165	President/director	\$106,200	<b>\$107,383</b>	2023
<a href="#">Pastoral Counseling Centers Of</a>	MA	\$368,022	Director	\$35,455	<b>\$32,408</b>	2024
<a href="#">Coastal Samaritan Counseling Center</a>	SC	\$443,686	Executive Director	\$94,467	<b>\$100,244</b>	2024
<a href="#">Outreach Teen And Family Services Inc</a>	PA	\$449,122	Executive Dir.	\$86,958	<b>\$90,813</b>	2023
<a href="#">Still Waters Counseling Center</a>	GA	\$357,804	President	\$43,346	<b>\$44,332</b>	2024
<a href="#">Ability Tree Inc</a>	MO	\$453,508	Ceo	\$60,500	<b>\$65,179</b>	2024
<a href="#">New Haven</a>	SD	\$352,280	Executive Di	\$65,000	<b>\$72,968</b>	2024
<a href="#">Community Service Properties Inc</a>	AR	\$465,145	President/ce	\$14,234	<b>\$16,274</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 79 organizations. Compensation range \$2,102–\$171,393; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$405,623); for reference, expenses \$498,215 and assets \$705,547.

**ROLE MATCH** William J Hiebert, reported title "*EXECUTIVE DIRECTOR*", 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	72 <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 (William J Hiebert) 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 79 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,871 is reasonable (approximately the 78<sup>th</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.