

# One Voice One Community

Executive Director / CEO

EIN 364807896

PA · NTEE P46

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jaime Bittner, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

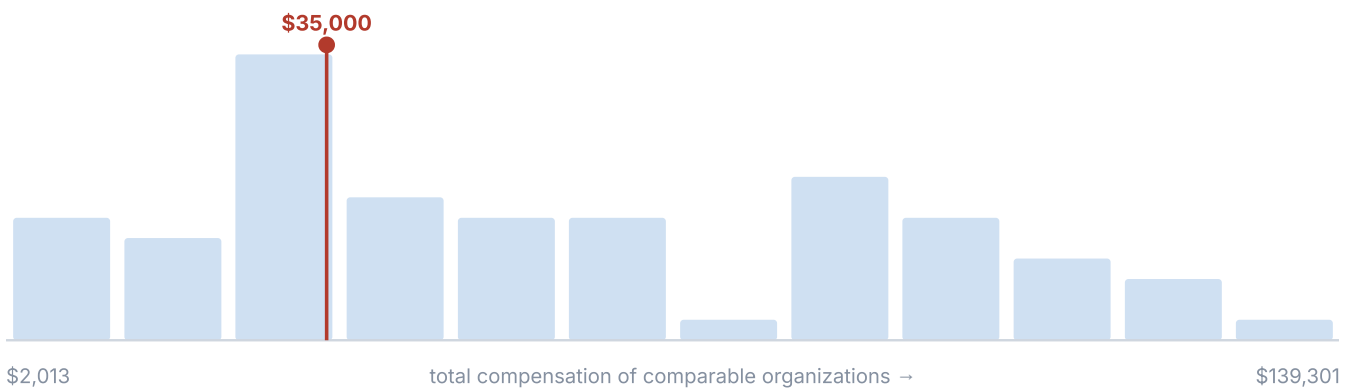
**Benchmarked executive:** Jaime Bittner — reported title "VICE PRESIDE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P46).
BUDGET	Total revenue between \$193,071 and \$432,249 — 0.67x to 1.50x the subject's \$288,166 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

**67** organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,945	\$29,037	\$48,472	\$86,671	\$109,179	\$35,000
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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
<a href="#">Ste Genevieve Area Center For Life</a>	MO	\$288,158	Executive Di	\$53,321	<b>\$56,632</b>	2023
<a href="#">Fuller Life Institute</a>	TX	\$288,769	Board Member	\$30,995	<b>\$30,199</b>	2024
<a href="#">Community Counseling Center Inc</a>	CA	\$287,160	Executive Director	\$54,648	<b>\$44,777</b>	2025
<a href="#">Living Well Inc</a>	OK	\$289,602	Executive Director	\$24,000	<b>\$25,077</b>	2025
<a href="#">Newton Pregnancy Resource Center</a>	GA	\$284,362	Executive	\$59,900	<b>\$60,396</b>	2023
<a href="#">Pastoral Counseling For Denver Inc</a>	CO	\$284,132	Administrative Director	\$31,034	<b>\$28,985</b>	2024
<a href="#">Camp Koala</a>	PA	\$292,269	President; Exec Director	\$50,000	<b>\$50,000</b>	2023
<a href="#">Haven Retreats Inc</a>	FL	\$293,861	Board Of Directors, Director (Employee) Nonvoting Member	\$52,975	<b>\$48,472</b>	2024
<a href="#">Freedom That Lasts Ministries</a>	SC	\$279,515	Executive Director	\$81,473	<b>\$82,787</b>	2024
<a href="#">Equipping Network</a>	LA	\$278,874	President	\$30,142	<b>\$33,283</b>	2023
<a href="#">Bridge To Life Ministries</a>	MI	\$278,387	President	\$64,062	<b>\$66,306</b>	2023
<a href="#">Christian Psychological Services Of</a>	KS	\$275,098	Executive Dir.	\$30,637	<b>\$32,238</b>	2024
<a href="#">Restore Ministries Inc</a>	MO	\$273,193	Minister	\$28,196	<b>\$29,088</b>	2024
<a href="#">Siloam</a>	PA	\$271,663	Executive Di	\$123,735	<b>\$120,185</b>	2024
<a href="#">Great Marriages For Sheboygan County</a>	WI	\$304,852	Executive Director/ceo	\$89,449	<b>\$90,989</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Shalveh Inc</a>	NY	\$269,717	Director	\$3,000	<b>\$2,640</b>	2024
<a href="#">Emmanuel Center For Pastoral Counseling Of St Bartholomews Inc</a>	GA	\$307,004	Counselor And Exec Dir	\$138,158	<b>\$139,301</b>	2023
<a href="#">Restoration Resources Ministry Inc</a>	OH	\$307,270	President	\$98,500	<b>\$101,615</b>	2024
<a href="#">The Counseling Institute Of Texas Inc</a>	TX	\$307,328	Secretary Admin Assit	\$18,000	<b>\$18,056</b>	2023
<a href="#">Teen Hope Of Idaho Inc</a>	ID	\$265,688	Executive Director (June-dec)	\$11,550	<b>\$12,321</b>	2023
<a href="#">Someone To Tell It To Inc</a>	PA	\$265,573	Co-ceo	\$82,127	<b>\$82,127</b>	2023
<a href="#">Love-light Christian Counseling Inc</a>	IL	\$311,087	Director	\$124,600	<b>\$119,312</b>	2024
<a href="#">Hope Matters Marriage Ministries</a>	TX	\$263,644	President	\$114,367	<b>\$114,720</b>	2023
<a href="#">Hearts And Hands Counseling</a>	CA	\$313,794	Ceo	\$41,120	<b>\$33,693</b>	2025
<a href="#">Pastoral Care &amp; Counseling Institute</a>	NC	\$262,503	Director	\$27,298	<b>\$28,284</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **67** organizations. Compensation range \$2,013–\$139,301; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$288,166); for reference, expenses \$329,752 and assets \$94,589.
ROLE MATCH	Jaime Bittner, reported title " <i>VICE PRESIDE</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 peers 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	34 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	34 <sup>th</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 (Jaime Bittner) 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 67 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 36<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.