

Christian Counseling Of Mid Michigan

Executive Director / CEO

EIN 464150734

MI · NTEE F30

FY ending 2025-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Emily Dejong, Executive Director / CEO** (\$40,189) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

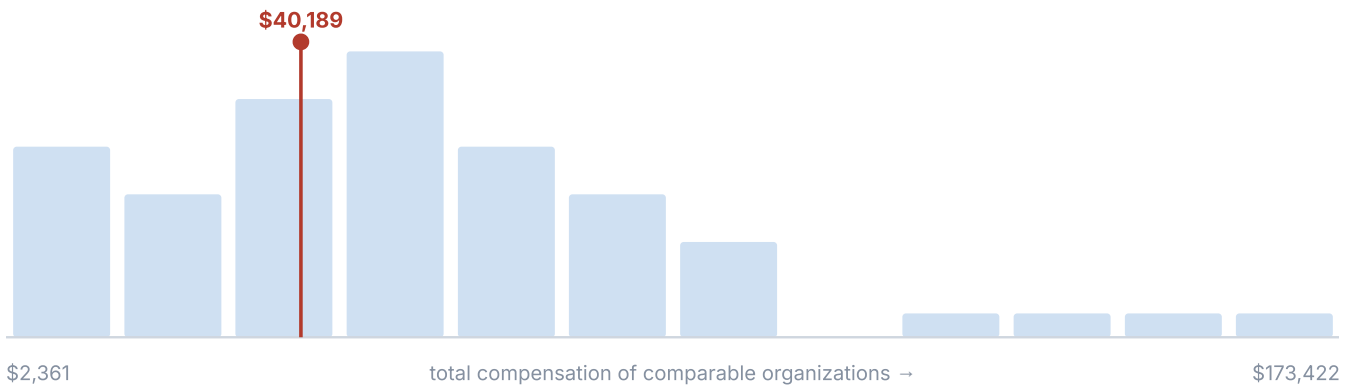
Benchmarked executive: Emily Dejong — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$137,372 and \$307,549 — 0.67x to 1.50x the subject's \$205,033 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,238	\$31,724	\$48,797	\$71,240	\$95,462	\$40,189
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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 MI 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
Depression And Bipolar Support Alliance	CA	\$205,574	Executive Director	\$66,000	\$58,350	2023
Renovations For Life Inc	ID	\$205,716	Secretary	\$30,155	\$31,901	2024
Ground Work Inc	AZ	\$206,523	Chair	\$16,000	\$15,302	2024
New Life Behavioral Health Services	MD	\$202,027	Executive Director	\$33,078	\$30,754	2024
Family & Children Counseling Service	CA	\$201,508	Ceo	\$77,300	\$66,379	2024
Live Oak Counseling Center	SC	\$208,958	Executive Director	\$51,062	\$54,540	2023
Second Mile Psychological And Consulting	NM	\$200,394	President	\$162,136	\$173,422	2024
Logos Healing Institute	CO	\$209,780	President And Director Of Ops	\$50,817	\$48,458	2024
Animal Companion Counseling	OH	\$210,989	Co-executive Director	\$44,007	\$46,352	2024
Pennsylvania Association Of Psychiatric	PA	\$214,452	Executive Director	\$74,542	\$73,924	2024
Hillside Wellness Center	CA	\$194,204	Cfo And Ceo	\$15,938	\$13,687	2024
Vibrant Lives Of Montana	MT	\$219,037	Therapist	\$44,522	\$49,136	2023
Nami Lowcountry	SC	\$219,077	Executive Di	\$62,000	\$66,223	2023
Blue Mountain Health Cooperative	WA	\$219,923	Executive Dir.	\$71,160	\$63,358	2024
Rise Canyon Ranch	CA	\$220,642	Board Member	\$61,021	\$51,050	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bella Terra Stables	PA	\$223,353	President/executive Director	\$33,007	\$32,733	2024
Christian Counseling Connection Inc	CT	\$224,871	Exec. Dir. (Ret 6/24)	\$6,668	\$6,217	2024
Runnin Free Ranch	TX	\$180,228	Executive Direc	\$48,600	\$48,346	2024
Azimuth Counseling And Therapeutic Services Inc	VT	\$230,623	Executive Director	\$12,500	\$12,189	2025
Teton Valley Mental Health	ID	\$233,570	Executive Di	\$72,659	\$76,866	2024
Community Improvement Associates	NH	\$235,476	Employee Representative	\$33,500	\$30,761	2024
Mental Health America Of Hendricks County	IN	\$173,989	Executive Director	\$66,000	\$71,260	2023
The Samaritan Counseling Center Of	GA	\$238,356	Executive Di	\$90,025	\$90,018	2024
Mental Health Programs Inc V	MA	\$240,219	President	\$12,032	\$10,475	2025
Therapy Experienced	OR	\$166,809	President	\$43,950	\$40,589	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2025 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 MI 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 **58** organizations. Compensation range \$2,361–\$173,422; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$205,033); for reference, expenses \$198,489 and assets \$412,858.

ROLE MATCH	Emily Dejong, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	31 st

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 (Emily Dejong) 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 58 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,189 is reasonable (approximately the 34th 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.