

Childrens Grief Center Of The

Executive Director / CEO

EIN 464994292

MI · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christopher Sabourin, Executive Director / CEO** (\$67,000) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

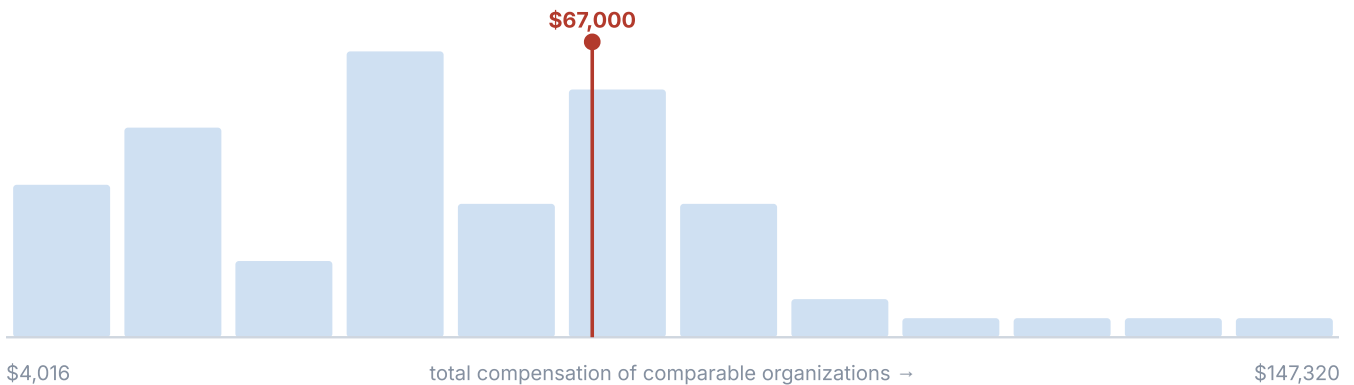
Benchmarked executive: Christopher Sabourin — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$123,496 and \$276,484 — 0.67x to 1.50x the subject's \$184,323 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,935	\$26,317	\$48,756	\$69,445	\$80,713	\$67,000
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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 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
Serenity Life Resource Center Inc	MO	\$179,638	Executive Director	\$70,920	\$70,686	2024
On Our Own Of Anne Arundel County	MD	\$179,302	Executive Di	\$56,780	\$51,430	2023
Counselors Obediently Preventing Substance Abuse	MO	\$175,949	Exeuctive Director	\$21,675	\$22,242	2023
The Childrens Treehouse Foundation	CO	\$196,554	Executive Director	\$100,000	\$90,234	2024
Children Are A Gift Foundation	TX	\$171,045	Former Exec Dir	\$13,063	\$12,296	2024
Angels Of Mercy Inc	NY	\$200,555	President	\$48,925	\$41,603	2024
Bennie's Barn Inc	OK	\$165,068	Executive Director	\$21,000	\$22,403	2023
Chicago Veterans	IL	\$204,484	Executive Director	\$84,761	\$78,416	2024
Watershed Ministries Inc	NC	\$164,101	Executive Di	\$24,000	\$23,336	2024
The Good Death Foundation	CA	\$204,787	Ceo	\$4,800	\$4,016	2023
Dream Big Wellness	WA	\$204,927	President	\$81,582	\$68,734	2024
The Open Table	CA	\$205,254	Executive Dir.	\$91,420	\$74,287	2024
Bridge Inter Faith Services Inc	NJ	\$205,969	Chairman	\$57,600	\$48,395	2024
Community Counseling Institute Inc	WA	\$206,388	Director	\$48,269	\$40,667	2024
North Cherry Creek Counseling Center	CO	\$159,406	Vice President	\$86,398	\$77,960	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Four Health Family Resource Center	MI	\$209,414	Executive Director	\$12,864	\$12,173	2025
Check Your Compass	MA	\$209,497	President	\$133,960	\$113,281	2024
Sims Training And Wellness Center	NC	\$157,833	Sims	\$47,640	\$47,691	2023
Shelter Of Wisdom	HI	\$157,678	Vp/director	\$32,400	\$27,297	2024
Baptist Counseling Center	NC	\$213,339	Executive Direc	\$100,298	\$97,524	2024
About Progress Not Perfection	CA	\$154,850	Executive Director	\$82,800	\$67,282	2024
Open Doors Outdoors	CT	\$151,681	President	\$70,000	\$63,587	2023
Magdalene's Inc	FL	\$151,355	Executive Di	\$49,891	\$44,106	2024
Centerpeace Inc	TX	\$218,839	Executive Di	\$21,000	\$19,768	2024
Brothers On A Road Less Traveled Inc	VA	\$219,548	Executive Director	\$74,571	\$69,758	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 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 71 organizations. Compensation range \$4,016–\$147,320; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$184,323); for reference, expenses \$340,839 and assets \$214,269. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Christopher Sabourin, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	70 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	69 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 (Christopher Sabourin) 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 71 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,000 is reasonable (approximately the 70th 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.