

# Christian Psychological Services Of

Executive Director / CEO

EIN 480863892

KS · NTEE P46Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Glen M Harnden, Executive Director / CEO** (\$30,637) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

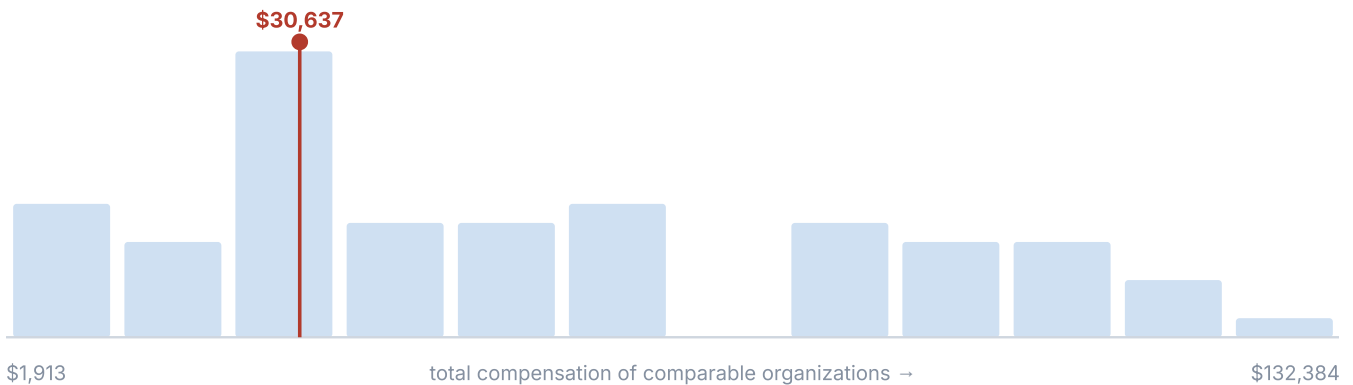
**Benchmarked executive:** Glen M Harnden — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

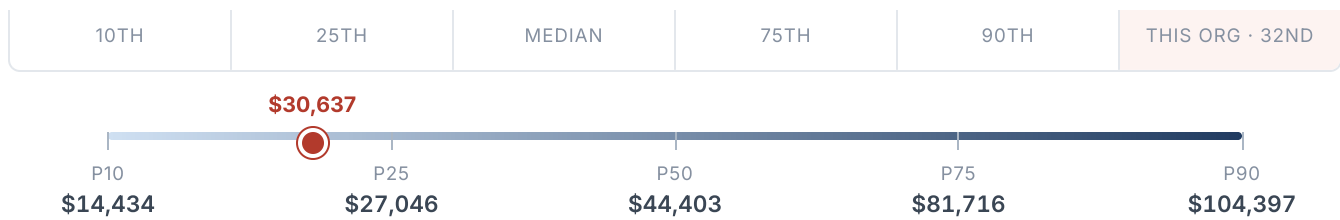
SECTOR	Organizations sharing the subject's NTEE classification (P46Z).
BUDGET	Total revenue between \$184,315 and \$412,647 — 0.67x to 1.50x the subject's \$275,098 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

**66** organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,434	\$27,046	\$44,403	\$81,716	\$104,397	\$30,637
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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 KS 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="#">Restore Ministries Inc</a>	MO	\$273,193	Minister	\$28,196	<b>\$27,643</b>	2024
<a href="#">Bridge To Life Ministries</a>	MI	\$278,387	President	\$64,062	<b>\$63,013</b>	2023
<a href="#">Siloam</a>	PA	\$271,663	Executive Di	\$123,735	<b>\$114,217</b>	2024
<a href="#">Equipping Network</a>	LA	\$278,874	President	\$30,142	<b>\$31,629</b>	2023
<a href="#">Freedom That Lasts Ministries</a>	SC	\$279,515	Executive Director	\$81,473	<b>\$78,676</b>	2024
<a href="#">Shalveh Inc</a>	NY	\$269,717	Director	\$3,000	<b>\$2,509</b>	2024
<a href="#">Pastoral Counseling For Denver Inc</a>	CO	\$284,132	Administrative Director	\$31,034	<b>\$27,545</b>	2024
<a href="#">Newton Pregnancy Resource Center</a>	GA	\$284,362	Executive	\$59,900	<b>\$57,396</b>	2023
<a href="#">Teen Hope Of Idaho Inc</a>	ID	\$265,688	Executive Director (June-dec)	\$11,550	<b>\$11,709</b>	2023
<a href="#">Someone To Tell It To Inc</a>	PA	\$265,573	Co-ceo	\$82,127	<b>\$78,049</b>	2023
<a href="#">Hope Matters Marriage Ministries</a>	TX	\$263,644	President	\$114,367	<b>\$109,023</b>	2023
<a href="#">Community Counseling Center Inc</a>	CA	\$287,160	Executive Director	\$54,648	<b>\$42,553</b>	2025
<a href="#">Pastoral Care &amp; Counseling Institute</a>	NC	\$262,503	Director	\$27,298	<b>\$26,879</b>	2023
<a href="#">Ste Genevieve Area Center For Life</a>	MO	\$288,158	Executive Di	\$53,321	<b>\$53,820</b>	2023
<a href="#">One Voice One Community</a>	PA	\$288,166	Vice Preside	\$35,000	<b>\$33,262</b>	2023
<a href="#">Free To Be Ministries</a>	OH	\$261,697	Executive Director	\$34,077	<b>\$34,396</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fuller Life Institute</a>	TX	\$288,769	Board Member	\$30,995	<b>\$28,699</b>	2024
<a href="#">Living Well Inc</a>	OK	\$289,602	Executive Director	\$24,000	<b>\$23,831</b>	2025
<a href="#">Camp Koala</a>	PA	\$292,269	President; Exec Director	\$50,000	<b>\$47,517</b>	2023
<a href="#">Haven Retreats Inc</a>	FL	\$293,861	Board Of Directors, Director (Employee) Nonvoting Member	\$52,975	<b>\$46,065</b>	2024
<a href="#">Dovehouse Ministries</a>	TN	\$251,533	Founding Dir	\$62,956	<b>\$63,064</b>	2023
<a href="#">Mobilepreacherorg Inc</a>	FL	\$249,166	President & Ceo	\$90,600	<b>\$78,783</b>	2024
<a href="#">Great Marriages For Sheboygan County</a>	WI	\$304,852	Executive Director/ceo	\$89,449	<b>\$86,471</b>	2024
<a href="#">Emmanuel Center For Pastoral Counseling Of St Bartholomews Inc</a>	GA	\$307,004	Counselor And Exec Dir	\$138,158	<b>\$132,384</b>	2023
<a href="#">Restoration Resources Ministry Inc</a>	OH	\$307,270	President	\$98,500	<b>\$96,569</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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** 66 organizations. Compensation range \$1,913–\$132,384; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$275,098); for reference, expenses \$242,605 and assets \$66,696.

**ROLE MATCH** Glen M Harnden, reported title "*Executive Dir.*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	29 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Glen M Harnden) 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 66 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,637 is reasonable (approximately the 32<sup>nd</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.