

Suburban Pastoral Counseling Clinic Inc

Executive Director / CEO

EIN 521870531
 MD · NTEE F99Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tyler Howard, Executive Director / CEO** (\$38,410) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

Benchmarked executive: Tyler Howard — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F99Z).
BUDGET	Total revenue between \$57,474 and \$128,674 — 0.67x to 1.50x the subject's \$85,783 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,385	\$15,814	\$30,822	\$52,323	\$72,319	\$38,410
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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 MD 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
Prepare Our Youth Inc	DC	\$85,879	Executive Director	\$35,417	\$32,290	2024
Lost Sheep Ministries Intl	MN	\$85,518	Executive Director	\$33,000	\$33,877	2024
Soulful Living For Addiction And Long Term Recovery Inc	NY	\$84,845	President	\$31,750	\$30,688	2023
Nami Marion County Inc	FL	\$86,827	Executive Director	\$2,500	\$2,440	2024
Kiva Spirit Foundation	CA	\$86,970	Executive Director/treasurer	\$49,000	\$45,258	2023
Mack Alive	MI	\$84,506	Executive Director	\$15,000	\$16,086	2024
Single Parent In Need Foundation	CA	\$83,615	President, Director	\$78,133	\$72,165	2023
Orchard Community Inc	CA	\$88,278	Ceo	\$42,385	\$38,025	2024
180 Recovery House	AL	\$88,295	Director	\$21,830	\$28,363	2021
Access Foundation Of Kansas	KS	\$82,833	President	\$18,690	\$20,978	2024
Castor Housing Development Corporation	PA	\$82,752	Director Of Construction	\$13,787	\$14,706	2023
Woolard Homes Inc	MD	\$82,272	President	\$20,272	\$20,272	2023
Pyramid Recovery Center	TN	\$89,578	Executive Director	\$22,508	\$23,947	2025
Dance With Todd Inc	FL	\$81,981	Executive Director And Board Memeber	\$48,000	\$48,232	2023
William Glasser International Inc	IL	\$81,888	Executive Director	\$24,800	\$26,079	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anonymous Alliance Of Charitable Organizations Inc (Aaco)	TX	\$81,698	Director, President & Treasurer	\$45,500	\$48,683	2023
Healing Partners Counseling Inc	NJ	\$90,167	Director	\$27,200	\$25,976	2023
Escalade Recovery Foundation	CA	\$90,931	President Board Member	\$12,000	\$11,083	2023
Signature Health Ashtabula Nmtc Inc	OH	\$91,186	President & Ceo	\$38,800	\$42,696	2024
Foundations In Recovery Inc	CA	\$91,231	Exec Director	\$90,250	\$80,966	2024
Mental Health Association Housing	NY	\$91,257	Chief Administrative Officer	\$3,789	\$3,557	2024
Hope Christian Center Inc	NY	\$80,233	Administrati	\$13,929	\$13,076	2024
Casa De Santa Maria Inc	CO	\$91,512	Co Exec Director	\$5,000	\$4,982	2024
New Strides Inc	NY	\$79,531	Executive Dir.	\$11,129	\$10,448	2024
Affinity Community Services	IL	\$92,068	Executive Director	\$36,734	\$37,520	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 117 organizations. Compensation range \$1,122–\$306,015; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$85,783); for reference, expenses \$88,926 and assets \$16,560.

ROLE MATCH	Tyler Howard, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	60 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	32 nd

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 (Tyler Howard) 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 117 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,410 is reasonable (approximately the 60th 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.