

# Coastal Samaritan Counseling Center

Executive Director / CEO

EIN 570719507

SC · NTEE P46Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Philip Keilen, Executive Director / CEO** (\$94,467) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Philip Keilen — 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 (P46Z).

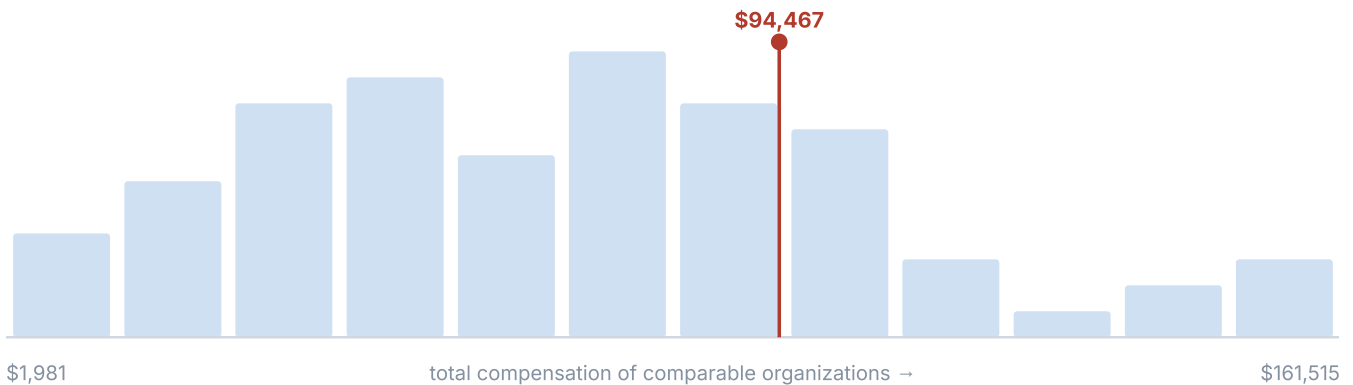
**BUDGET** Total revenue between \$297,269 and \$665,529 — 0.67x to 1.50x the subject's \$443,686 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography

→ **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,410	\$41,777	\$68,763	\$87,644	\$110,252	\$94,467
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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 SC 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="#">Outreach Teen And Family Services Inc</a>	PA	\$449,122	Executive Dir.	\$86,958	<b>\$85,579</b>	2023
<a href="#">From Within Counseling Inc</a>	TN	\$437,007	President	\$147,690	<b>\$153,203</b>	2023
<a href="#">Birds On A Wire-moms Inc</a>	GA	\$436,571	President	\$99,203	<b>\$95,612</b>	2024
<a href="#">Renacer Social Corp</a>	PR	\$436,240	Forensic Psychology	\$75,599	<b>\$75,599</b>	2024
<a href="#">Familykind Ltd</a>	NY	\$435,777	Executive Director	\$93,595	<b>\$83,464</b>	2023
<a href="#">Alabama Counseling Association</a>	AL	\$435,298	Executive Director	\$39,936	<b>\$40,290</b>	2025
<a href="#">Ability Tree Inc</a>	MO	\$453,508	Ceo	\$60,500	<b>\$61,423</b>	2024
<a href="#">Tidewater Pastoral Counseling</a>	VA	\$422,288	Executive Di	\$91,556	<b>\$84,737</b>	2024
<a href="#">Community Service Properties Inc</a>	AR	\$465,145	President/ce	\$14,234	<b>\$15,337</b>	2024
<a href="#">Grace Counseling Group</a>	CA	\$465,565	President/treas	\$77,000	<b>\$63,734</b>	2024
<a href="#">Community Commitment Inc</a>	PA	\$420,460	President/ce	\$99,849	<b>\$98,264</b>	2023
<a href="#">Kids Turn San Diego</a>	CA	\$420,291	Executive Director	\$99,696	<b>\$84,957</b>	2023
<a href="#">Casper Family Connections</a>	WY	\$417,700	Executive Director	\$75,692	<b>\$75,690</b>	2025
<a href="#">Sibs Place Inc</a>	NY	\$414,546	Executive Director	\$41,683	<b>\$36,105</b>	2024
<a href="#">Haven Of Hope Inc</a>	KY	\$411,158	Executive Di	\$51,568	<b>\$53,106</b>	2024
<a href="#">Counseling Center At The Crossing</a>	IN	\$408,764	President	\$105,099	<b>\$106,239</b>	2024
<a href="#">Home Improvement Ministries Inc</a>	MA	\$408,221	President	\$119,025	<b>\$102,524</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Marriage And Family Counseling Of R I Co</a>	IL	\$405,623	Executive Director	\$90,871	<b>\$85,634</b>	2024
<a href="#">Encompass Connection Center</a>	OH	\$404,133	Co-director	\$18,939	<b>\$19,228</b>	2024
<a href="#">Access Christian Ministries Inc</a>	NC	\$483,964	Executive Director	\$78,941	<b>\$80,496</b>	2023
<a href="#">Project Legacy</a>	MN	\$492,706	Executive Director	\$76,563	<b>\$72,517</b>	2024
<a href="#">Caring Counseling Ministries</a>	IL	\$498,355	Executive Dir.	\$57,713	<b>\$52,985</b>	2025
<a href="#">New England Center For Family Connection</a>	MA	\$386,805	Executive Director	\$61,679	<b>\$53,128</b>	2024
<a href="#">Family Service Association Of Lubbock</a>	TX	\$384,689	Executive Director	\$104,859	<b>\$100,544</b>	2024
<a href="#">Sankofa Behavioral And Community Health Inc</a>	WI	\$503,916	Chairman	\$134,834	<b>\$138,966</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	73 organizations. Compensation range \$1,981–\$161,515; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$443,686); for reference, expenses \$576,654 and assets \$57,182.
ROLE MATCH	Philip Keilen, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	70 <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 (Philip Keilen) 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 73 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,467 is reasonable (approximately the 77<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.