

# Law Enforcement Chaplaincy Service

Executive Director / CEO

EIN 680424491

CA · NTEE F60

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rita Constantini, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rita Constantini — 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).

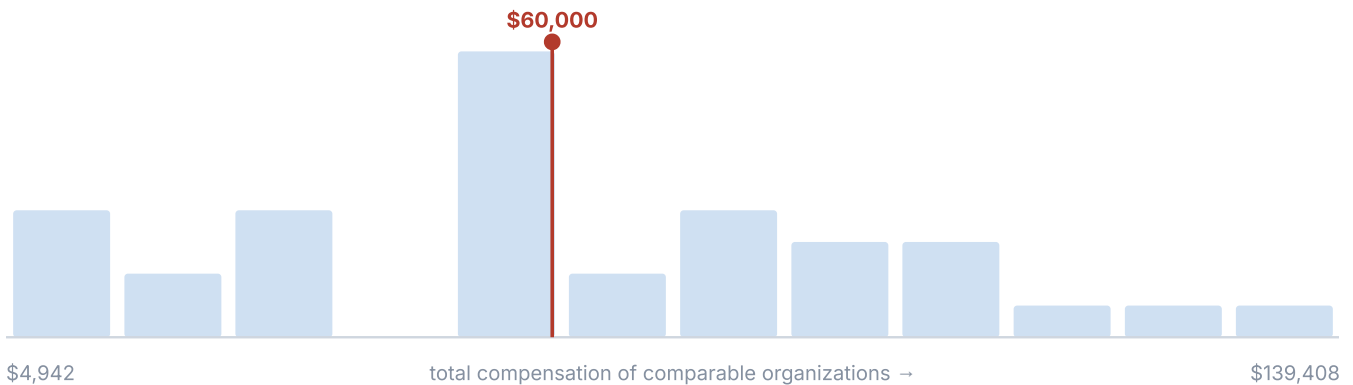
**BUDGET** Total revenue between \$95,909 and \$214,723 — 0.67x to 1.50x the subject's \$143,149 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

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

→ **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,322	\$29,937	\$59,124	\$84,140	\$98,480	\$60,000
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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 CA 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="#">Ten Ten Life Inc</a>	VA	\$142,516	Board Member At Large	\$21,750	<b>\$23,693</b>	2025
<a href="#">Mft Worldwide Inc</a>	FL	\$141,597	Director	\$10,800	<b>\$11,750</b>	2024
<a href="#">Life Skills International Inc</a>	TX	\$145,284	President Ceo	\$45,500	<b>\$54,266</b>	2023
<a href="#">Avenue Resource Inc</a>	CA	\$139,195	President	\$80,000	<b>\$80,000</b>	2024
<a href="#">Magdalene's Inc</a>	FL	\$151,355	Executive Di	\$49,891	<b>\$54,278</b>	2024
<a href="#">Open Doors Outdoors</a>	CT	\$151,681	President	\$70,000	<b>\$78,253</b>	2023
<a href="#">Dustins Place Inc</a>	IN	\$131,983	Executive Director	\$44,000	<b>\$55,323</b>	2023
<a href="#">About Progress Not Perfection</a>	CA	\$154,850	Executive Director	\$82,800	<b>\$82,800</b>	2024
<a href="#">Shelter Of Wisdom</a>	HI	\$157,678	Vp/director	\$32,400	<b>\$33,593</b>	2024
<a href="#">Sims Training And Wellness Center</a>	NC	\$157,833	Sims	\$47,640	<b>\$58,690</b>	2023
<a href="#">North Cherry Creek Counseling Center</a>	CO	\$159,406	Vice President	\$86,398	<b>\$95,941</b>	2024
<a href="#">Kentucky Center For Grieving Children And Families Inc</a>	KY	\$125,230	Executive Director	\$79,833	<b>\$99,328</b>	2024
<a href="#">Watershed Ministries Inc</a>	NC	\$164,101	Executive Di	\$24,000	<b>\$28,718</b>	2024
<a href="#">Bennie's Barn Inc</a>	OK	\$165,068	Executive Director	\$21,000	<b>\$27,570</b>	2023
<a href="#">Restoried Life</a>	SC	\$120,599	Member	\$60,000	<b>\$70,620</b>	2025
<a href="#">Children Are A Gift Foundation</a>	TX	\$171,045	Former Exec Dir	\$13,063	<b>\$15,133</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Turning Everything Around</a>	NC	\$113,970	President	\$15,500	<b>\$19,095</b>	2023
<a href="#">Samaritan Counseling Center</a>	NY	\$110,406	Executive Di	\$48,651	<b>\$50,912</b>	2024
<a href="#">Counselors Obediently Preventing Substance Abuse</a>	MO	\$175,949	Exeuctive Director	\$21,675	<b>\$27,371</b>	2023
<a href="#">On Our Own Of Anne Arundel County</a>	MD	\$179,302	Executive Di	\$56,780	<b>\$63,291</b>	2023
<a href="#">Serenity Life Resource Center Inc</a>	MO	\$179,638	Executive Director	\$70,920	<b>\$86,989</b>	2024
<a href="#">Childrens Grief Center Of The</a>	MI	\$184,323	Executive Dir.	\$67,000	<b>\$82,453</b>	2023
<a href="#">Aish Seminars Inc</a>	MD	\$97,209	President	\$56,000	<b>\$60,631</b>	2024
<a href="#">The Childrens Treehouse Foundation</a>	CO	\$196,554	Executive Director	\$100,000	<b>\$111,045</b>	2024
<a href="#">Angels Of Mercy Inc</a>	NY	\$200,555	President	\$48,925	<b>\$51,198</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	<b>34</b> organizations. Compensation range \$4,942–\$139,408; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$143,149); for reference, expenses \$102,718 and assets \$326,021.
ROLE MATCH	Rita Constantini, 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Rita Constantini) 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 34 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 53<sup>rd</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.