

Twin State Christian Counseling Inc

Executive Director / CEO

EIN 800618018

VT · NTEE F60

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Andrew Engert, Executive Director / CEO** (\$84,469) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

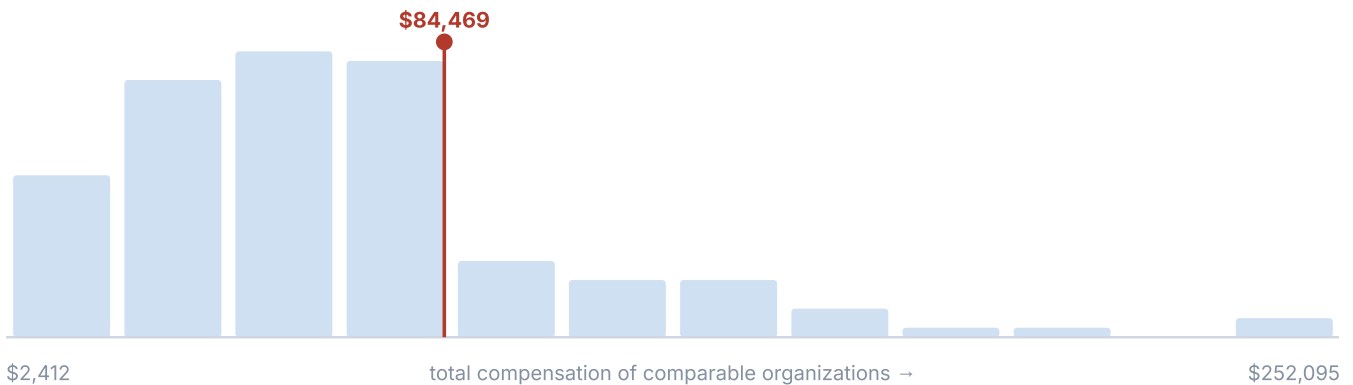
Benchmarked executive: Andrew Engert — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$228,132 and \$510,744 — 0.67x to 1.50x the subject's \$340,496 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,021	\$34,250	\$58,547	\$81,236	\$126,111	\$84,469
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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 VT 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
Fishbowl Ministries Inc	CA	\$340,847	President	\$22,434	\$19,756	2024
Touchstone Counseling Service Inc	CA	\$337,945	Secretary	\$13,351	\$12,104	2023
Starlight Ministries Inc	MI	\$337,126	Executive Di	\$26,800	\$29,044	2023
Still Small Voice Educational Services	NJ	\$336,349	President	\$25,000	\$23,435	2023
Virginia Law Enforcement Assistant	VA	\$346,111	Director	\$28,125	\$28,512	2023
E-motion Inc	NH	\$333,224	Chair And Ceo	\$65,403	\$61,586	2024
Jersey Shore Dream Center	NJ	\$347,790	Secretary	\$9,269	\$8,439	2024
The Relationship Resource	CA	\$349,231	Executive Dir.	\$57,457	\$52,091	2023
Cenfam	AR	\$329,363	President	\$34,491	\$40,705	2023
Anchored Hope Counseling	KY	\$329,102	President/cl	\$73,340	\$80,354	2024
Kidz Can Corporation	NJ	\$329,009	President	\$44,200	\$40,245	2024
Northern Appalachian Teen Challenge Inc	WV	\$352,762	Executive Director	\$52,000	\$57,418	2024
Horses & Heroes Inc	KS	\$352,786	Executive Director, Founder	\$33,653	\$37,076	2024
Life-giving Wounds Corporation	MD	\$352,796	President/chairman	\$103,995	\$99,152	2024
Christopher Ministries Inc	TN	\$354,194	Director	\$16,850	\$18,596	2023
Peace Restored Inc	IN	\$326,549	Executive Director	\$37,500	\$40,329	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fruit That Remains Inc	AR	\$355,803	President/di	\$69,852	\$80,072	2024
Common Ground A New Jersey	NJ	\$356,725	Executive Di	\$80,000	\$70,964	2025
Brilora Fertility Foundation	MI	\$323,669	President	\$32,692	\$34,412	2024
Transforming Resources	MN	\$360,142	Chairman & Ceo	\$122,850	\$127,450	2023
Sanctuary Counseling Center	TN	\$360,869	Executive Director	\$102,500	\$109,875	2024
Aragon & Hernandez Social Services	CA	\$319,881	Chief Executive Officer	\$36,140	\$31,825	2024
Women Supporting Women Inc	MD	\$319,274	Executive Director	\$41,349	\$39,423	2024
Life Over Coffee	SC	\$361,888	President	\$115,000	\$125,962	2023
Mercy House International Inc	OR	\$316,575	Ceo	\$30,000	\$27,679	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2025 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 VT 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	130 organizations. Compensation range \$2,412–\$252,095; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$340,496); for reference, expenses \$351,652 and assets \$448,646.
ROLE MATCH	Andrew Engert, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	78 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	77 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 (Andrew Engert) 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 130 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,469 is reasonable (approximately the 78th 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.