

Healing Clinical Counseling Center Inc

Executive Director / CEO

EIN 834548832

CA · NTEE F32

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Candy Caceres, Executive Director / CEO** (\$63,892) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

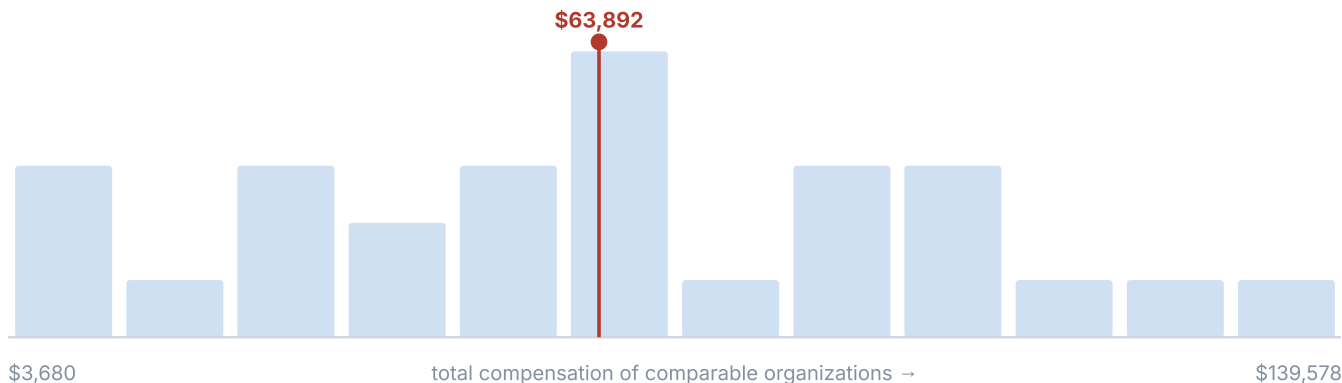
Benchmarked executive: Candy Caceres — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32).
BUDGET	Total revenue between \$194,395 and \$435,213 — 0.67x to 1.50x the subject's \$290,142 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F32), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,269	\$37,727	\$64,002	\$87,867	\$106,064	\$63,892
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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
The Downtown Counseling Center Inc	VA	\$297,954	Executive Di	\$90,000	\$97,748	2024
Art Of Recovery Services Nfp	IL	\$299,447	Vp Of Clinical Services	\$58,357	\$66,441	2023
Community Caring Clinic Inc	MA	\$277,120	President	\$56,391	\$58,684	2023
Nebraska Association Of Behavioral	NE	\$303,836	Executive Director	\$91,644	\$110,875	2024
Southeast Institute	NC	\$304,526	President	\$69,838	\$83,568	2023
Child Guidance Foundation Inc	FL	\$311,585	Ceo	\$12,600	\$13,315	2024
Canterbury Counseling Center	SC	\$311,851	Executive Director	\$51,038	\$59,893	2024
Insight Psychotherapy Group	CA	\$260,564	President/secretary/cfo	\$41,878	\$40,677	2024
Our House Therapy Collective	IL	\$258,445	Executive Director	\$67,999	\$75,197	2024
Schranks Clubhouse	CA	\$253,574	President/ Executive Director	\$51,447	\$51,447	2023
Changing Lives Resource Center	CA	\$334,819	Chief Executive Officer	\$43,500	\$43,500	2023
Kaleidoscope Community	OR	\$341,250	Executive Di	\$133,619	\$139,578	2024
Whole Village Art Therapy Inc	LA	\$344,011	Executive Director	\$2,971	\$3,680	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Your Neighborhood Clinic	DC	\$227,700	Psychological Associate	\$65,771	\$64,922	2024
Amaly	CA	\$226,032	Director And Co-ceo	\$35,803	\$34,776	2024
Elkhart County Clubhouse Inc	IN	\$359,858	Executive Di	\$51,000	\$60,497	2024
Chadwick Clubhouse	OR	\$360,508	Executive Di	\$61,270	\$64,002	2024
Our Place Of Hope	SC	\$364,203	Director	\$56,870	\$66,736	2024
Friendship Place Inc	WI	\$200,230	Executive Director	\$81,090	\$95,261	2024
Central Ohio Health & Wellness Center Inc	OH	\$198,574	President	\$26,000	\$30,976	2024
Womens Mental Health Collective Inc	MA	\$384,457	Clerk/l.i.c.s.w.	\$11,000	\$11,447	2023
Samaritan Counseling Center Inc	MI	\$404,144	Executive Di	\$105,510	\$119,343	2025
Caya Clinic Inc	WI	\$405,021	Director	\$26,614	\$31,264	2024
Taylor Wellness Center Inc	MD	\$408,929	President Ceo	\$95,000	\$102,856	2023
Christian Counseling Center	CT	\$409,305	President	\$85,907	\$90,603	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	27 organizations. Compensation range \$3,680–\$139,578; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$290,142); for reference, expenses \$299,703 and assets \$-9,651.
ROLE MATCH	Candy Caceres, reported title "CEO", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	48 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	37 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 (Candy Caceres) 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 27 similarly situated organizations (Same NTEE sector (F32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,892 is reasonable (approximately the 48th 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.