

Pastoral Counseling For Denver Inc

Executive Director / CEO

EIN 840956046

CO · NTEE P46Z

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Werner Boos, Executive Director / CEO** (\$31,034) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

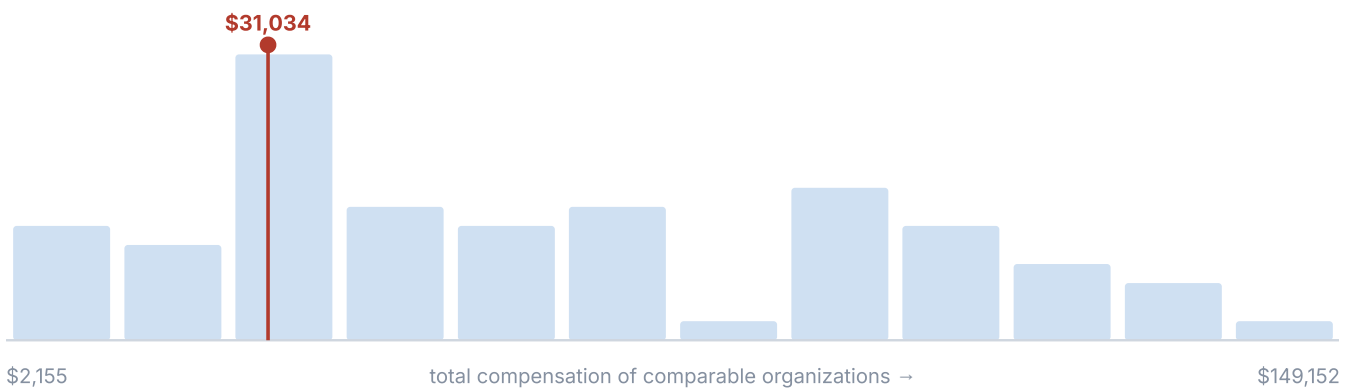
Benchmarked executive: Werner Boos — reported title “ADMINISTRATIVE DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P46Z).
BUDGET	Total revenue between \$190,368 and \$426,198 — 0.67x to 1.50x the subject's \$284,132 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P46), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,603	\$32,334	\$51,900	\$92,432	\$116,243	\$31,034
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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 CO 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
Newton Pregnancy Resource Center	GA	\$284,362	Executive	\$59,900	\$64,666	2023
Community Counseling Center Inc	CA	\$287,160	Executive Director	\$54,648	\$47,943	2025
Ste Genevieve Area Center For Life	MO	\$288,158	Executive Di	\$53,321	\$60,637	2023
One Voice One Community	PA	\$288,166	Vice Preside	\$35,000	\$37,475	2023
Freedom That Lasts Ministries	SC	\$279,515	Executive Director	\$81,473	\$88,641	2024
Fuller Life Institute	TX	\$288,769	Board Member	\$30,995	\$32,334	2024
Equipping Network	LA	\$278,874	President	\$30,142	\$35,636	2023
Living Well Inc	OK	\$289,602	Executive Director	\$24,000	\$26,850	2025
Bridge To Life Ministries	MI	\$278,387	President	\$64,062	\$70,995	2023
Camp Koala	PA	\$292,269	President; Exec Director	\$50,000	\$53,536	2023
Christian Psychological Services Of	KS	\$275,098	Executive Dir.	\$30,637	\$34,518	2024
Haven Retreats Inc	FL	\$293,861	Board Of Directors, Director (Employee) Nonvoting Member	\$52,975	\$51,900	2024
Restore Ministries Inc	MO	\$273,193	Minister	\$28,196	\$31,145	2024
Siloam	PA	\$271,663	Executive Di	\$123,735	\$128,684	2024
Shalveh Inc	NY	\$269,717	Director	\$3,000	\$2,827	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Teen Hope Of Idaho Inc	ID	\$265,688	Executive Director (June-dec)	\$11,550	\$13,192	2023
Someone To Tell It To Inc	PA	\$265,573	Co-ceo	\$82,127	\$87,935	2023
Hope Matters Marriage Ministries	TX	\$263,644	President	\$114,367	\$122,833	2023
Great Marriages For Sheboygan County	WI	\$304,852	Executive Director/ceo	\$89,449	\$97,424	2024
Pastoral Care & Counseling Institute	NC	\$262,503	Director	\$27,298	\$30,284	2023
Free To Be Ministries	OH	\$261,697	Executive Director	\$34,077	\$38,753	2023
Emmanuel Center For Pastoral Counseling Of St Bartholomews Inc	GA	\$307,004	Counselor And Exec Dir	\$138,158	\$149,152	2023
Restoration Resources Ministry Inc	OH	\$307,270	President	\$98,500	\$108,801	2024
The Counseling Institute Of Texas Inc	TX	\$307,328	Secretary Admin Assit	\$18,000	\$19,333	2023
Love-light Christian Counseling Inc	IL	\$311,087	Director	\$124,600	\$127,750	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **69** organizations. Compensation range \$2,155–\$149,152; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$284,132); for reference, expenses \$319,937 and assets \$138,948.

ROLE MATCH Werner Boos, reported title "ADMINISTRATIVE DIRECTOR", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 2 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	23 rd
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	22 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 (Werner Boos) 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 10, 2026, comparing compensation against 69 similarly situated organizations (Same NTEE sector (P46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,034 is reasonable (approximately the 23rd 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 10, 2026.