

Contemporary Psychodynamic Institute Np

Executive Director / CEO

EIN 882650661
 WA · NTEE F03
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Roy Barsness, Executive Director / CEO** (\$13,750) against **every comparable organization** that fit the selection criteria — **660** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

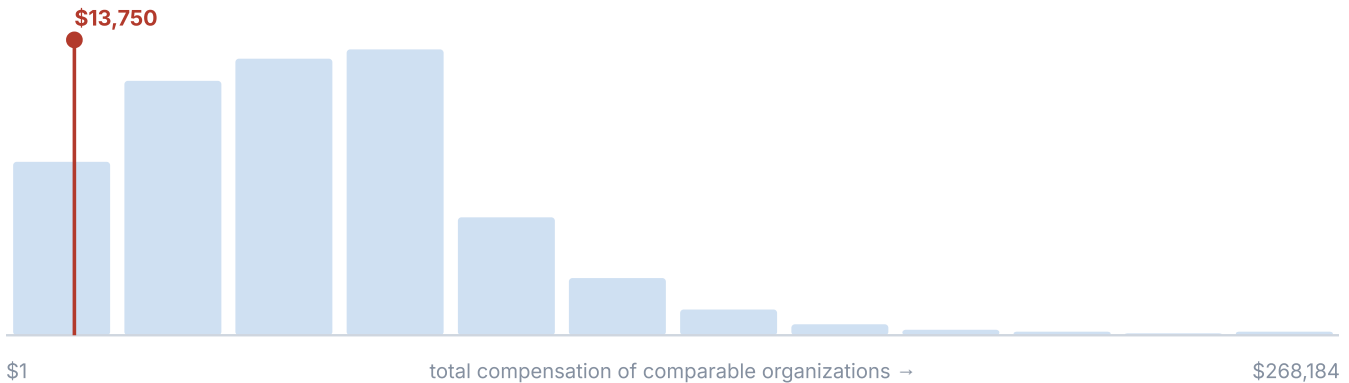
Benchmarked executive: Roy Barsness — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F03).
BUDGET	Total revenue between \$182,232 and \$407,983 — 0.67x to 1.50x the subject's \$271,989 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

660 organizations qualified on sector, size, and geography → **660** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,738	\$34,304	\$59,127	\$81,566	\$108,703	\$13,750
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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 WA 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
Baltimore Intergroup Council Of Aa	MD	\$271,749	Administrator/special Worker	\$39,577	\$41,328	2023
Motorcycle Relief Project	CO	\$271,716	President	\$32,200	\$34,486	2023
Nar-anon Family Group Headquarters Inc	CA	\$271,647	Executive Director	\$50,170	\$47,000	2024
Healing Hoofbeats Of Ct Inc	CT	\$271,558	Executive Director	\$78,000	\$81,686	2023
Mississippi Harm Reduction Initiative	MS	\$272,586	Executive Director	\$39,423	\$47,635	2024
Mental Health Association In	NY	\$272,755	Director	\$81,991	\$80,379	2024
Achieve Counseling & Wellness	AZ	\$273,313	President Executive Director	\$69,254	\$72,257	2024
Simple Living Inc	MA	\$273,430	Executive Di	\$62,400	\$60,834	2024
Penquis Mental Health Association	ME	\$270,417	Chief Executive Officer	\$34,929	\$37,945	2024
Dmax Foundation	PA	\$269,972	Executive Di	\$100,719	\$112,185	2023
Sexual Assault Services Inc	MN	\$274,069	Executive Di	\$63,120	\$69,663	2023
Raven Cares Inc	KY	\$269,768	President	\$42,308	\$50,770	2023
Red Bird Ministries Inc	LA	\$274,356	Founder/pres	\$14,414	\$17,219	2024
Lets Be Clear Georgia Inc	GA	\$274,503	Executive Dir.	\$27,616	\$30,125	2024
Connors Climb Foundation	NH	\$274,554	Executive Director	\$30,719	\$31,682	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Equiteam Support Services	PA	\$269,287	Executive Director	\$121,541	\$131,494	2024
An Angel's Wing Inc	ME	\$268,619	Executive Director	\$29,040	\$31,548	2024
Three Trails Assessment & Resource	WY	\$275,377	Executive Dir.	\$41,766	\$48,521	2024
Mississippi Council On Compulsive	MS	\$275,496	Executive Director	\$77,719	\$91,486	2025
Tyrrell County Inner Banks Hotline	NC	\$275,499	Secretary	\$70,259	\$76,729	2025
Bell Housing Inc	PA	\$268,461	Executive Director	\$20,040	\$21,681	2024
Sexual Assault Program Of Northern St Louis County	MN	\$275,675	Executive Director	\$93,982	\$100,749	2024
Ribbon Of Hope Inc	IN	\$275,691	Executive Director	\$78,124	\$89,381	2024
The Flynn Fellowship Home Of Gastonia Inc	NC	\$268,263	Ex. Director	\$49,536	\$55,529	2024
Unity Hall	CA	\$275,819	Chairperson	\$112,628	\$108,627	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **660** organizations. Compensation range \$1–\$268,184; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$271,989); for reference, expenses \$217,767 and assets \$54,222.

ROLE MATCH	Roy Barsness, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	7 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 (Roy Barsness) 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 660 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,750 is reasonable (approximately the 8th 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.