

# Counseling At The Peak

Executive Director / CEO

EIN 990556507

CO · NTEE F99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Dale Piper, Executive Director / CEO** (\$17,185) against **every comparable organization** that fit the selection criteria — **171** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Dr Dale Piper — reported title “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 (F99).

**BUDGET** Total revenue between \$72,438 and \$162,175 — 0.67x to 1.50x the subject's \$108,117 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**171** organizations qualified on sector, size, and geography → **171** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,374	\$23,512	\$41,445	\$63,639	\$75,360	\$17,185
---------	----------	----------	----------	----------	----------



## ■ 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
<a href="#">Family And Children's Center Inc</a>	IN	\$108,817	Dir Of Bus -	\$36,085	<b>\$39,686</b>	2024
<a href="#">Home Care Foundation Of New Jersey Inc</a>	NJ	\$106,518	President And Ceo	\$20,826	<b>\$19,392</b>	2024
<a href="#">Bell Tower Inc</a>	IN	\$109,853	Ex-officio & Regional Ceo	\$63,183	<b>\$71,540</b>	2023
<a href="#">Samaritan Counseling Center</a>	NY	\$110,406	Executive Di	\$48,651	<b>\$45,848</b>	2024
<a href="#">Speakup About Drugs</a>	AR	\$105,249	Executive Director	\$44,804	<b>\$52,522</b>	2024
<a href="#">Csms Physicians' Health &amp; Education Fund</a>	CT	\$105,167	Executive Director	\$10,970	<b>\$11,044</b>	2023
<a href="#">Bunker Residential Home</a>	MO	\$111,118	Manager	\$23,914	<b>\$26,415</b>	2024
<a href="#">Aspire To Be Great</a>	OH	\$104,983	Exective Director	\$20,809	<b>\$22,985</b>	2024
<a href="#">Ocl Properties Vii Inc</a>	NY	\$104,552	Chief Financial Officer	\$73,290	<b>\$69,067</b>	2024
<a href="#">Mental Health Association</a>	NJ	\$112,616	President/ceo	\$3,450	<b>\$3,307</b>	2023
<a href="#">The Foundation For Excellence In</a>	OR	\$103,363	Chief Administrative Offic	\$110,924	<b>\$107,428</b>	2024
<a href="#">Project Share Vi Inc</a>	NY	\$103,215	Executive Director	\$70,564	<b>\$68,462</b>	2023
<a href="#">Rays House Inc</a>	OK	\$103,050	Executive Dir.	\$12,030	<b>\$13,815</b>	2024
<a href="#">Star Community Support Services</a>	PA	\$102,740	Ceo	\$45,501	<b>\$47,321</b>	2024
<a href="#">Turning Everything Around</a>	NC	\$113,970	President	\$15,500	<b>\$17,196</b>	2023
<a href="#">Strategies For Change</a>	CA	\$114,061	Director	\$38,295	<b>\$35,504</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lakeview Place Inc</a>	FL	\$100,580	Board Chair	\$11,777	<b>\$11,879</b>	2023
<a href="#">Amity Resource Management Inc</a>	NY	\$115,962	Executive Director	\$16,361	<b>\$15,873</b>	2023
<a href="#">Thresholds Housing Inc</a>	IL	\$116,338	Chief Executive Officer	\$29,764	<b>\$31,418</b>	2023
<a href="#">Spf-iroch</a>	IL	\$99,742	President/ceo	\$30,975	<b>\$32,696</b>	2023
<a href="#">Watertower West Inc</a>	IN	\$99,521	Ex-officio & Regional Ceo	\$63,183	<b>\$71,540</b>	2023
<a href="#">Childrens Bereavement Center Of South</a>	TX	\$99,465	Staff Liaison	\$130,989	<b>\$136,649</b>	2024
<a href="#">The Arc Of The Gulf Coast</a>	TX	\$116,993	Executive Director	\$61,300	<b>\$65,838</b>	2023
<a href="#">Ocl Properties Iii West Inc</a>	NY	\$98,287	Chief Financial Officer	\$73,290	<b>\$69,067</b>	2024
<a href="#">Dare Coalition Against Substance</a>	NC	\$118,147	Programs Dir	\$36,612	<b>\$40,617</b>	2023

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	171 organizations. Compensation range \$247–\$307,178; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$108,117); for reference, expenses \$149,867 and assets \$49,462.
ROLE MATCH	Dr Dale Piper, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	9 <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 (Dr Dale Piper) 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 171 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,185 is reasonable (approximately the 19<sup>th</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.