

# Breakdown Stl

Executive Director / CEO

This analysis benchmarks the total compensation of **Jeanette Imergoot, Executive Director / CEO** (\$76,667) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

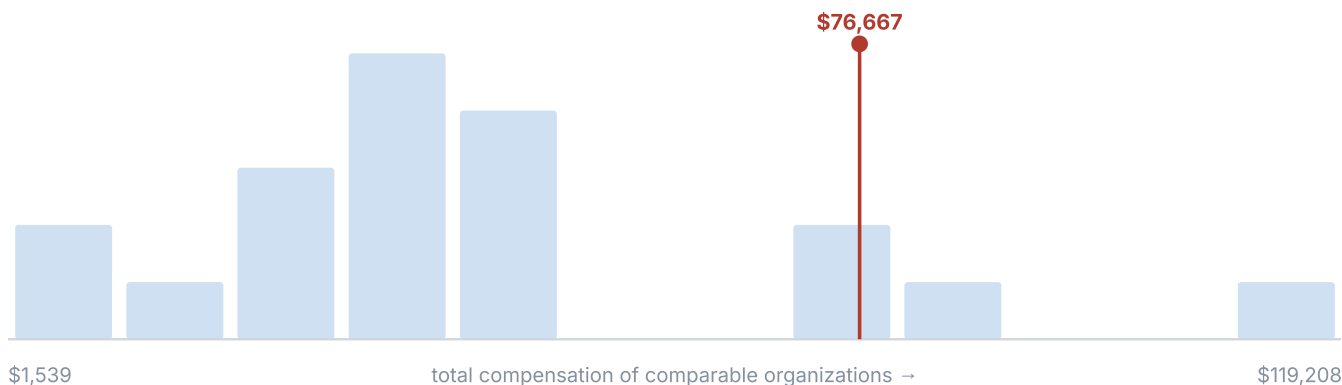
**Benchmarked executive:** Jeanette Imergoot — reported title “FOUNDER AND PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E42).
BUDGET	Total revenue between \$192,539 and \$431,058 — 0.67x to 1.50x the subject's \$287,372 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E42), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,877	\$28,880	\$38,865	\$46,672	\$79,927	\$76,667
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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 MO 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="#">Abrazo Adoption Associates</a>	TX	\$288,621	Member	\$87,437	<b>\$80,210</b>	2024
<a href="#">New Yorkers Family Research</a>	NY	\$289,563	President	\$50,000	<b>\$42,658</b>	2023
<a href="#">Life Ministries Us</a>	NM	\$282,076	Outreach Coordinator	\$117,390	<b>\$119,208</b>	2023
<a href="#">Alpha Womens Center</a>	IA	\$292,830	Executive Dir.	\$35,490	<b>\$34,718</b>	2025
<a href="#">Zoecare Inc</a>	SD	\$274,408	Executive Director	\$44,583	<b>\$46,455</b>	2023
<a href="#">Planned Parenthood Of Southeastern</a>	VA	\$272,593	President/ce	\$32,871	<b>\$29,106</b>	2024
<a href="#">Lilac Tree Center For Divorce Resources</a>	IL	\$263,430	Executive Director	\$52,008	<b>\$46,889</b>	2024
<a href="#">Clarity Clinic Of Sw Wisconsin Ltd</a>	WI	\$316,638	Adv Director/secretary (Non-voting)	\$40,199	<b>\$38,501</b>	2024
<a href="#">Pregnancy Care Center Of The North Coast</a>	CA	\$257,027	Executive Direc	\$20,747	<b>\$16,429</b>	2024
<a href="#">Outlook Health Services Inc</a>	MN	\$252,256	Executive Direc	\$42,890	<b>\$38,865</b>	2024
<a href="#">Birth From The Earth Inc</a>	NY	\$238,141	President/founder	\$50,400	<b>\$40,689</b>	2025
<a href="#">My Choices Pregnancy Help Clinic</a>	MS	\$340,271	Director	\$28,054	<b>\$28,654</b>	2024
<a href="#">Alight Center Inc</a>	NY	\$230,458	Executive Director	\$55,000	<b>\$45,578</b>	2024
<a href="#">Hope 4 Life</a>	VA	\$227,924	Advisor To Board	\$4,143	<b>\$3,668</b>	2024
<a href="#">Bedford Pregnancy Center</a>	VA	\$205,046	Executive Director	\$29,700	<b>\$26,298</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Planned Parenthood Hudson Peconic Action</a>	NY	\$204,605	President & Ceo	\$41,057	<b>\$34,023</b>	2024
<a href="#">Birth Roots Inc</a>	ME	\$370,422	Board Member	\$1,676	<b>\$1,539</b>	2024
<a href="#">Womens Health Center Of Jefferson</a>	OH	\$402,613	Administrator	\$82,215	<b>\$79,856</b>	2024
<a href="#">Desert Star Institute For Family Planning Inc</a>	AZ	\$423,822	President And Ceo	\$85,572	<b>\$77,700</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	19 organizations. Compensation range \$1,539–\$119,208; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$287,372); for reference, expenses \$318,018 and assets \$80,596.
ROLE MATCH	Jeanette Imergoot, reported title " <i>FOUNDER AND PRESIDENT</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	5 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	<b>79<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Jeanette Imergoot) 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 19 similarly situated organizations (Same NTEE sector (E42), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,667 is reasonable (approximately the 79<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.