

Planned Parenthood Hudson Peconic Action

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Vincent Russell, Executive Director / CEO** (\$41,057) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

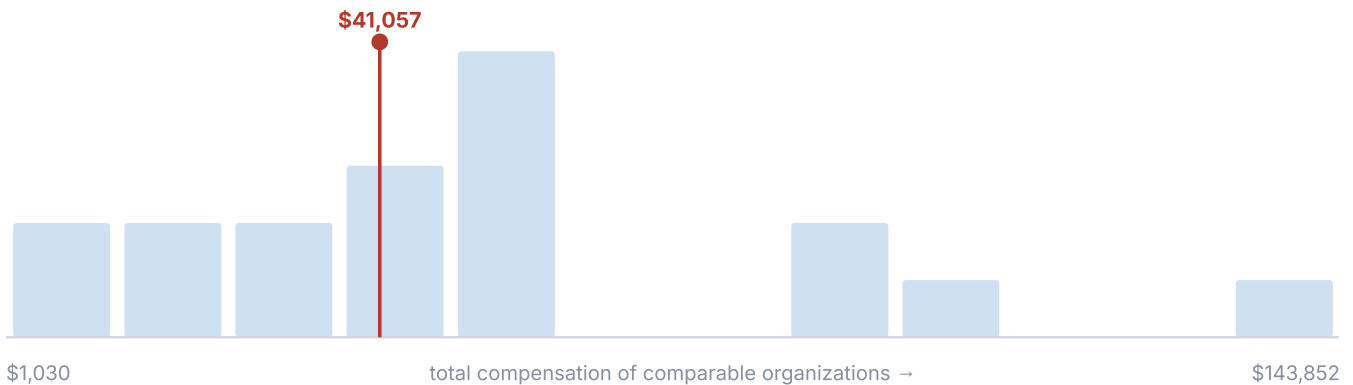
Benchmarked executive: Vincent Russell — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E42).
BUDGET	Total revenue between \$137,085 and \$306,907 — 0.67x to 1.50x the subject's \$204,605 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E42), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,454	\$32,582	\$48,001	\$56,452	\$93,800	\$41,057
----------	----------	----------	----------	----------	----------



● 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 NY 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
Bedford Pregnancy Center	VA	\$205,046	Executive Director	\$29,700	\$31,735	2024
New Beginnings Center Of Hope Inc	NY	\$191,119	Ceo	\$85,000	\$87,511	2023
Gifts Of Grace Adoption	IN	\$188,428	Pres/exec Di	\$16,067	\$18,751	2024
Hope 4 Life	VA	\$227,924	Advisor To Board	\$4,143	\$4,427	2024
Center For Women Pregnancy Counseling Services Inc	MI	\$181,103	Executive Director	\$37,624	\$44,245	2023
Alight Center Inc	NY	\$230,458	Executive Director	\$55,000	\$55,000	2024
Birth From The Earth Inc	NY	\$238,141	President/founder	\$50,400	\$49,101	2025
Outlook Health Services Inc	MN	\$252,256	Executive Direc	\$42,890	\$46,900	2024
Pregnancy Care Center Of The North Coast	CA	\$257,027	Executive Direc	\$20,747	\$19,826	2024
Lilac Tree Center For Divorce Resources	IL	\$263,430	Executive Director	\$52,008	\$56,583	2024
The Harlem Family Institute	NY	\$137,786	President & Executive Director	\$1,000	\$1,030	2023
Planned Parenthood Of Southeastern	VA	\$272,593	President/ce	\$32,871	\$35,123	2024
Zoecare Inc	SD	\$274,408	Executive Director	\$44,583	\$56,059	2023
Life Ministries Us	NM	\$282,076	Outreach Coordinator	\$117,390	\$143,852	2023
Breakdown Stl	MO	\$287,372	Founder And President	\$76,667	\$92,517	2023
Abrazo Adoption Associates	TX	\$288,621	Member	\$87,437	\$96,792	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Yorkers Family Research	NY	\$289,563	President	\$50,000	\$51,477	2023
Alpha Womens Center	IA	\$292,830	Executive Dir.	\$35,490	\$41,895	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	18 organizations. Compensation range \$1,030–\$143,852; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$204,605); for reference, expenses \$341,439 and assets \$242,581. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Vincent Russell, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	33 rd
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	0 th

All sources (D + E + F), adjusted

100th

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 (Vincent Russell) 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 18 similarly situated organizations (Same NTEE sector (E42), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,057 is reasonable (approximately the 33rd 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.