

Pregnancy Resource Connection Inc

Executive Director / CEO

EIN 200374740
 CO · NTEE P40
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tamera Gildenzoph, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

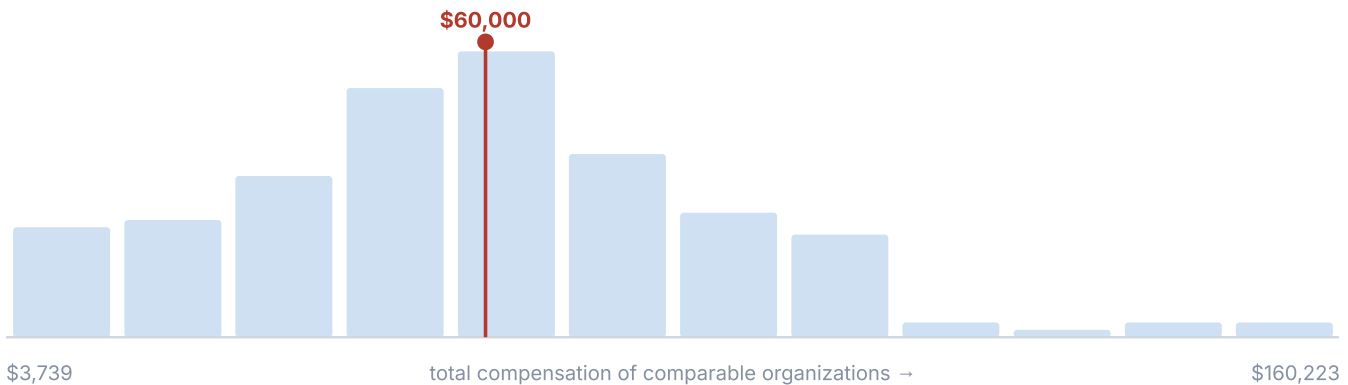
Benchmarked executive: Tamera Gildenzoph — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$244,805 and \$548,071 — 0.67x to 1.50x the subject's \$365,381 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

189 organizations qualified on sector, size, and geography → **189** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,165	\$39,642	\$58,653	\$79,117	\$98,289	\$60,000
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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
Hilltown Village	MA	\$366,393	Development Director	\$26,588	\$24,917	2024
Adoption Solutions Of Arizona	AZ	\$364,339	President	\$35,500	\$36,657	2023
Los Angeles Pregnancy Services Inc	CA	\$362,937	Exec. Direct	\$78,709	\$70,880	2024
Nurturepa Inc	PA	\$367,905	Board Member	\$9,000	\$9,119	2025
Heart Of Grant County	OR	\$360,618	Executive Director	\$70,000	\$66,047	2025
Created With Purpose Of West Texas	TX	\$371,110	Executive Di	\$24,000	\$25,777	2023
Belong	VA	\$371,203	Executive Di	\$97,648	\$98,327	2024
First Option Care Inc	GA	\$358,509	Executive Dir.	\$49,488	\$53,426	2023
Kids In Need Supportive Services	NM	\$372,872	Director	\$52,000	\$60,050	2023
Dwell - Lycoming County	PA	\$374,640	Executive Director	\$64,178	\$66,745	2024
Village-connect Inc	CA	\$355,988	Executive Dir.	\$74,250	\$68,839	2023
The Martha G Welch Center	NY	\$375,000	Ex Officer Ceo	\$60,250	\$56,778	2024
Short Years Partnership	IA	\$375,327	Executive Director	\$48,204	\$56,670	2023
United Families Nonprofit Corporation	SD	\$355,352	Executive Director	\$28,219	\$32,479	2024
Mid Shore Community Mediation	MD	\$355,111	Executive Di	\$59,375	\$59,601	2023
Grace Beyond Borders Nwi Inc	IN	\$354,953	Executive Director	\$27,667	\$31,326	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Families And Work Institute Inc	NY	\$377,269	President	\$38,453	\$36,237	2024
East Gate Ministries	VA	\$352,857	President / Director	\$97,883	\$101,475	2023
Infant Parent Center Inc	CA	\$378,081	Director	\$150,000	\$139,070	2023
About Families Inc	CA	\$378,090	Exec Directo	\$16,560	\$15,353	2023
Angels On Patrol Inc	AZ	\$350,851	Executive Director	\$73,591	\$75,990	2023
Faith Choice Ohio	OH	\$380,657	Executive Director	\$90,000	\$102,348	2023
African Girls Hope Foundation Inc	GA	\$348,994	President	\$32,750	\$35,356	2023
James Samaritan	LA	\$348,641	Executive Director	\$45,000	\$51,676	2024
Texas Community Counseling	TX	\$347,313	Executive Director	\$7,318	\$7,634	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	189 organizations. Compensation range \$3,739–\$160,223; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$365,381); for reference, expenses \$194,280 and assets \$628,084. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tamera Gildenzoph, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	51 st
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	50 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 (Tamera Gildenzoph) 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 189 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 51st 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.