

# Austin Pregnancy Resource Center

Executive Director / CEO

EIN 201882798  
 TX · NTEE P80  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Lori Devillez, Executive Director / CEO** (\$84,000) 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 **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Lori Devillez — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P80).

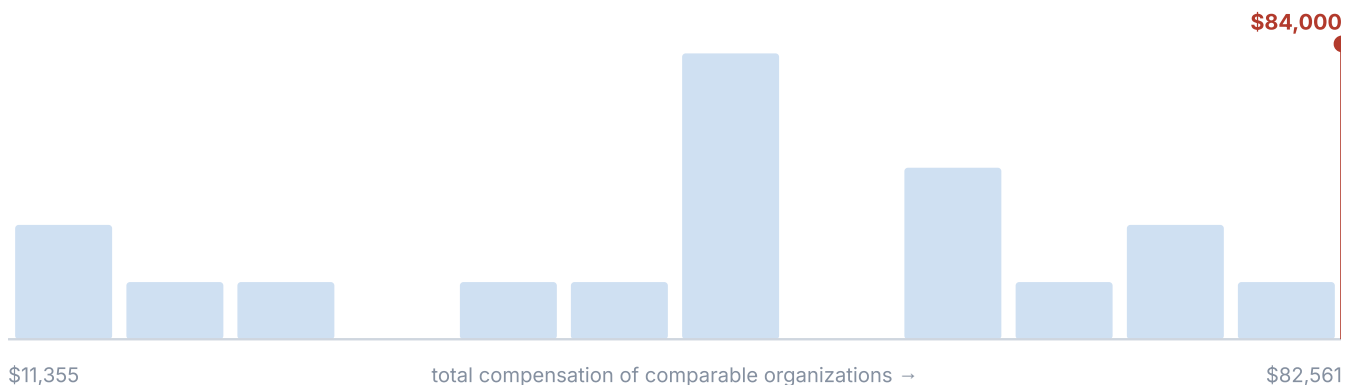
**BUDGET** Total revenue between \$163,874 and \$366,883 — 0.67x to 1.50x the subject's \$244,589 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P80) + TX + 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



<b>\$18,903</b>	<b>\$38,724</b>	<b>\$49,977</b>	<b>\$62,730</b>	<b>\$74,072</b>	<b>\$84,000</b>
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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 TX 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="#">Rock Haus Foundation</a>	TX	\$246,930	Admin Director	\$44,683	<b>\$44,683</b>	2023
<a href="#">Family Promise Of Greater New Braunfels</a>	TX	\$254,832	Executive Director	\$12,000	<b>\$11,355</b>	2025
<a href="#">Bridges Training Foundation</a>	TX	\$258,583	President	\$52,000	<b>\$52,000</b>	2023
<a href="#">After Military Service</a>	TX	\$223,677	Founder, President And Ceo	\$48,000	<b>\$48,000</b>	2023
<a href="#">Helping Our Riders Succeed In Education</a>	TX	\$211,029	Executive Director	\$37,822	<b>\$36,737</b>	2024
<a href="#">Prosumers International</a>	TX	\$280,057	Executive Director	\$51,000	<b>\$49,537</b>	2024
<a href="#">Texas Burn Survivor Society Inc</a>	TX	\$208,307	Executive Dir.	\$48,000	<b>\$48,000</b>	2023
<a href="#">Homeless Veterans Services Of Dallas Inc</a>	TX	\$281,631	President	\$17,000	<b>\$17,000</b>	2023
<a href="#">Association For Texas Advocates Inc</a>	TX	\$285,334	Executive Director	\$63,333	<b>\$61,516</b>	2024
<a href="#">Surpassing Grace</a>	TX	\$201,340	Executive Director Board Chair	\$28,000	<b>\$27,197</b>	2024
<a href="#">Dentists Who Care Inc</a>	TX	\$198,497	Executive Director	\$65,000	<b>\$63,135</b>	2024
<a href="#">Hope Reins In Texas Inc</a>	TX	\$194,211	Director	\$20,300	<b>\$19,718</b>	2024
<a href="#">Unlimited Potential Inc</a>	TX	\$304,008	Executive Director	\$75,600	<b>\$73,431</b>	2024
<a href="#">Volunteer Interfaith Caregivers Sw</a>	TX	\$311,191	Executive Director	\$77,800	<b>\$75,568</b>	2024
<a href="#">Young Audiences Of Northeast Texas Inc</a>	TX	\$340,792	Executive Dir.	\$50,417	<b>\$50,417</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Soleana Stables</a>	TX	\$354,040	Executive Director	\$85,000	<b>\$82,561</b>	2024
<a href="#">Target Evolution Incorporated</a>	TX	\$358,079	Executive Director	\$72,420	<b>\$70,342</b>	2024
<a href="#">Art Spark Texas</a>	TX	\$358,886	Executive Director	\$62,868	<b>\$61,064</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	18 organizations. Compensation range \$11,355–\$82,561; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$244,589); for reference, expenses \$385,380 and assets \$735,647. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Lori Devillez, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>

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All sources (D + E + F), adjusted

100<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

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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 (Lori Devillez) 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 (P80) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 100<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data ([apps.irs.gov](https://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.