

Breath Of Life Inc

Executive Director / CEO

EIN 205120368
 FL · NTEE E40
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Glend Pearson, Executive Director / CEO** (\$256,598) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

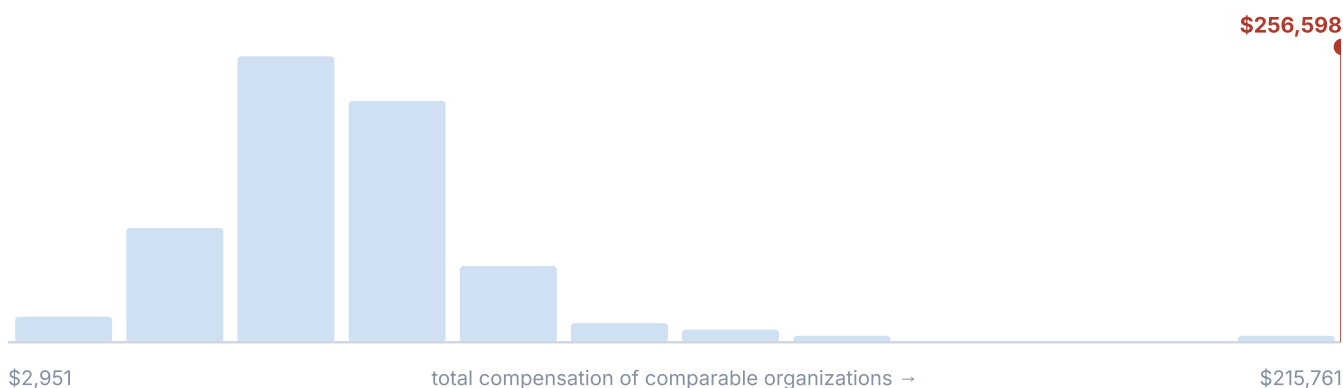
Benchmarked executive: Glend Pearson — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E40).
- BUDGET** Total revenue between \$183,171 and \$410,086 — 0.67x to 1.50x the subject's \$273,391 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$30,411	\$40,824	\$55,487	\$66,002	\$78,039	\$256,598
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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 FL 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
In His Hands Life Ministry Inc	NC	\$273,233	Executive Di	\$28,998	\$31,895	2024
Ramona Crisis Pregnancy Center	CA	\$272,722	Secretary/executive Director	\$72,312	\$68,431	2023
Community Pregnancy Center Of Pasadena	TX	\$272,667	Executive Director	\$56,392	\$60,047	2024
Life Is For Eternity Pregnancy Center	OH	\$271,409	Director Of Center	\$32,619	\$37,862	2023
Pregnancy Resource Center Of Flint	MI	\$276,192	Executive Director	\$61,530	\$67,605	2024
Central Coast Pregnancy Center	CA	\$270,358	Executive Dir.	\$55,382	\$52,410	2023
First Step Pregnancy Center Inc	VT	\$267,888	Executive Dir.	\$31,121	\$33,344	2024
Life House Crisis Pregnancy Center Inc	KY	\$280,638	Executive Director	\$48,972	\$56,007	2024
Women's Health Services Inc	AL	\$265,959	Vice President	\$120,000	\$142,076	2023
Pregnancy Help Center Of Chesterfield	VA	\$265,848	Executive Director	\$39,024	\$40,109	2024
Hope Womens Center Inc	SC	\$263,818	Director	\$22,000	\$24,431	2024
Abc Life Center Inc	PA	\$283,897	Executive Director	\$47,904	\$50,852	2024
Womens Enrichment Center	SC	\$284,238	Executive Director	\$55,000	\$62,883	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pregnancy Care Services Inc	OR	\$284,971	Executive Director	\$57,660	\$56,999	2024
Pregnancy Resource Center Inc	OR	\$286,269	Executive Dir.	\$59,321	\$58,641	2024
Lifeline Pregnancy Care Center Inc	PA	\$260,474	Center Director	\$43,823	\$46,520	2024
New Family Life Services	WA	\$258,169	Executive Dir.	\$28,704	\$28,164	2023
Life Choices Resource Center	MI	\$255,579	Executive Di	\$68,844	\$75,641	2024
Pregnancy Hope Center	OR	\$254,929	Exec. Direct	\$42,672	\$42,183	2024
Breath Of Life Maternity Ministries	TX	\$294,253	Executive Director	\$57,350	\$61,067	2024
Pregnancy Care Center Inc	NC	\$252,096	Executive Di	\$10,384	\$11,421	2024
Life Choices Crisis Pregnancy Supp	TN	\$248,853	Executive Director	\$49,478	\$53,935	2025
Vision For Life - Pittsburgh	PA	\$247,848	Executive Director	\$2,700	\$2,951	2023
Womens Resource Clinic	CA	\$246,001	Secretary	\$73,975	\$70,005	2023
Community Pregnancy Center Inc	OH	\$300,826	Executive Director	\$51,375	\$57,923	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **124** organizations. Compensation range \$2,951–\$215,761; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$273,391); for reference, expenses \$651,704 and assets \$160,234. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Glend Pearson, reported title "*Secretary*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

OUTLIERS 6 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	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	98th
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 (Glend Pearson) 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 124 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$256,598 is reasonable (approximately the 100th 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.