

Cornerstone Pregnancy Care Services

Executive Director / CEO

EIN 232558434
 PA · NTEE E400
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Jennie Straub, Executive Director / CEO** (\$67,843) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

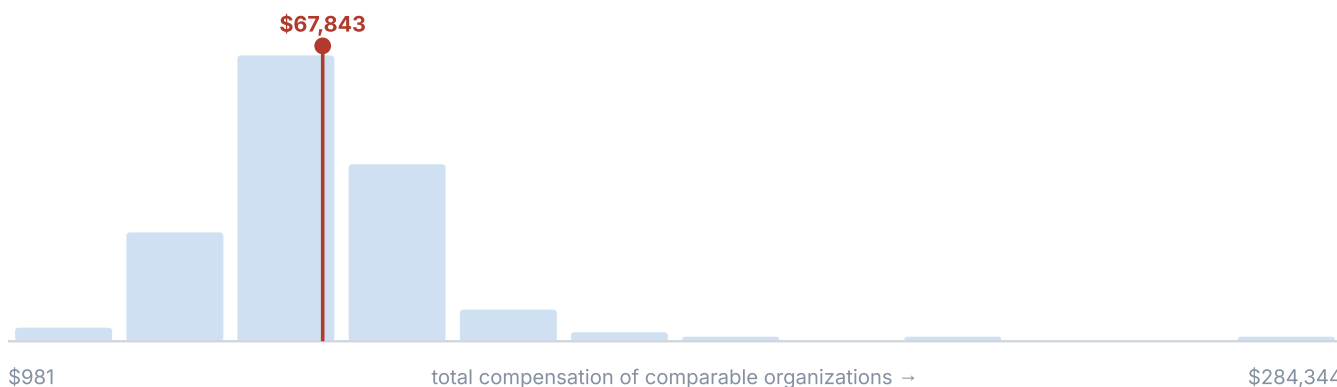
Benchmarked executive: Jennie Straub — reported title “EXEC DIRECTO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E400).
BUDGET	Total revenue between \$326,559 and \$731,103 — 0.67x to 1.50x the subject's \$487,402 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

141 organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$41,841	\$52,835	\$65,503	\$79,204	\$90,887	\$67,843
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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 PA 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
Avenues Pregnancy Clinic	CA	\$485,094	Executive Dir.	\$83,000	\$73,771	2024
Alternacare	OH	\$484,906	Medical Director	\$900	\$981	2024
Birth And Womens Health Center Inc	KS	\$483,895	Key Employee	\$139,587	\$155,220	2024
Options Pregnancy Resource Centers Inc	OR	\$483,376	Chief Executive Officer	\$83,457	\$82,130	2023
Pregnancy Help Center Of Rice Lake	WI	\$492,736	Director	\$63,225	\$69,973	2023
The Sparrow Fund	PA	\$481,942	Secretary	\$80,297	\$84,856	2023
Gynuity Health Projects Inc	NY	\$480,993	President	\$204,898	\$196,207	2023
Heartline Pregnancy Center Inc	IN	\$494,147	Executive Dir.	\$16,923	\$18,912	2023
Hope Resource Center Inc	IN	\$479,153	Director	\$67,200	\$75,097	2023
Cabot Crisis Pregnancy Center	AR	\$478,996	Executive Dir.	\$44,356	\$52,835	2023
Heart Of The Valley Birth&beyond	OR	\$495,843	Executive Director	\$57,350	\$56,438	2023
Augusta Care Pregnancy Center	GA	\$477,640	Executive Di	\$29,610	\$30,644	2024
Hope Services	OR	\$497,394	Executive Di	\$47,869	\$45,757	2024
Nevada Obstetrical Charity Clinics	NV	\$497,484	Secretary	\$79,878	\$82,414	2024
Avenues For Women Inc	KY	\$473,989	Ceo/president	\$54,476	\$60,242	2024
Hope Life Center	IL	\$471,306	Executive Di	\$67,784	\$68,592	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Hope Pregnancy Care Center	TN	\$505,635	Chief Executive Officer	\$51,325	\$55,531	2024
Community Pregnancy Clinic	CA	\$508,476	Executive Director	\$87,000	\$77,326	2024
Global Birthing Home Foundation	KS	\$509,084	Executive Director	\$60,000	\$68,691	2023
Compassion Pregnancy Center	MI	\$515,365	Executive Director	\$75,392	\$80,098	2024
Wellmama Inc	OR	\$515,688	Executive Director	\$86,618	\$82,796	2024
Caldwell Pregnancy Care Center Inc	NC	\$516,001	Executive Director	\$43,819	\$46,603	2024
Crisis Pregnancy Center Of	IN	\$516,693	Executive Dir.	\$59,411	\$66,393	2023
Grace Place For Women Inc	NM	\$517,287	Executive Director	\$61,909	\$70,562	2023
Women's Resource Center Of Northeas	WY	\$457,254	Ceo	\$75,314	\$83,011	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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	141 organizations. Compensation range \$981–\$284,344; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$487,402); for reference, expenses \$385,051 and assets \$697,926.
ROLE MATCH	Jennie Straub, reported title <i>"EXEC DIRECTO"</i> , 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.

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	57 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	57 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 (Jennie Straub) 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 10, 2026, comparing compensation against 141 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,843 is reasonable (approximately the 57th 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 10, 2026.