

# The Women's Clinic Of Columbus

Executive Director / CEO

EIN 262134649  
OH · NTEE E32  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Charlene Dunbar, Executive Director / CEO** (\$100,275) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

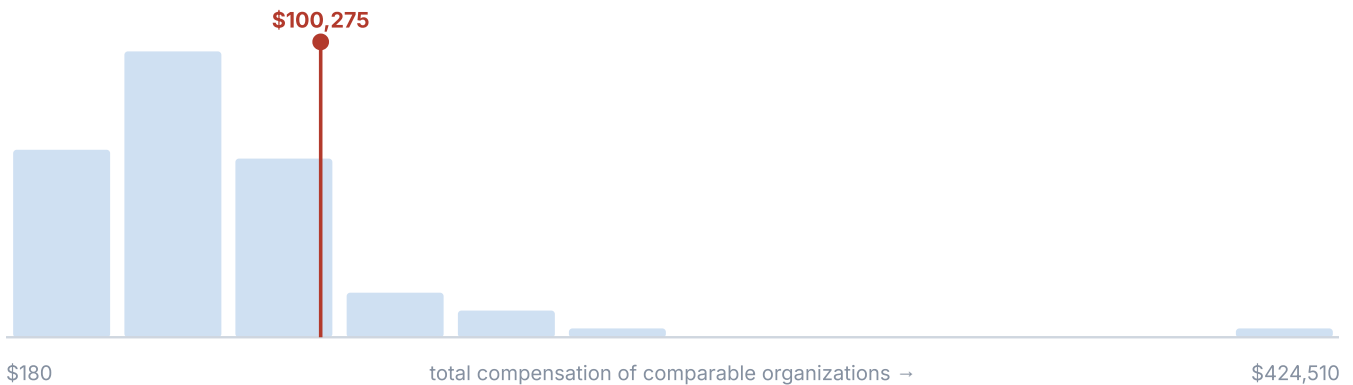
**Benchmarked executive:** Charlene Dunbar — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E32).
BUDGET	Total revenue between \$259,791 and \$581,623 — 0.67x to 1.50x the subject's \$387,749 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,586	\$36,009	\$58,078	\$81,896	\$114,930	\$100,275
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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 OH 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="#">Minority Health Consortium</a>	VA	\$388,510	Exec Director	\$82,994	<b>\$77,893</b>	2023
<a href="#">South Miami Childrens Clinic Inc</a>	FL	\$386,266	President	\$159,231	<b>\$145,402</b>	2023
<a href="#">Wellness Studios Inc</a>	NM	\$385,375	Executive Director	\$21,475	<b>\$21,808</b>	2024
<a href="#">Women And Children Health Care</a>	LA	\$383,286	President	\$98,771	<b>\$105,719</b>	2023
<a href="#">People's Health And Wellness Clinic</a>	VT	\$393,786	Executive Di	\$74,395	<b>\$72,786</b>	2023
<a href="#">Schc Companies Inc</a>	NY	\$398,460	President & Ceo	\$45,196	<b>\$38,559</b>	2024
<a href="#">Family Community Clinic Inc</a>	KY	\$400,855	Executive Director	\$80,429	<b>\$81,584</b>	2024
<a href="#">Interfaith Coalition Of Whatcom County</a>	WA	\$373,897	Former Executive Director	\$96,989	<b>\$81,985</b>	2024
<a href="#">Street Medicine Institute</a>	PA	\$401,624	Executive Di	\$104,641	<b>\$98,524</b>	2024
<a href="#">Community Health Intervention And Education Found</a>	IN	\$373,344	Executive Director	\$87,000	<b>\$86,623</b>	2024
<a href="#">The Olympia Free Clinic</a>	WA	\$405,169	Executive Di	\$70,500	<b>\$59,594</b>	2024
<a href="#">Wasatch Community Acupuncture</a>	UT	\$370,228	President	\$56,520	<b>\$54,616</b>	2024
<a href="#">Louisiana Community Health Center</a>	LA	\$408,541	Ceo	\$168,066	<b>\$179,888</b>	2023
<a href="#">Red Bird Clinc Inc</a>	KY	\$409,842	Dentist	\$114,223	<b>\$115,864</b>	2024
<a href="#">Ridge Health Services Inc</a>	NY	\$413,452	Executive Director	\$12,621	<b>\$11,086</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chandler Care Center</a>	AZ	\$361,139	Exec Director	\$39,681	<b>\$37,095</b>	2023
<a href="#">Ohio Valley Health Center</a>	OH	\$416,903	Executive Di	\$53,375	<b>\$54,952</b>	2023
<a href="#">Samaritans Touch Care Center Inc</a>	FL	\$358,475	Executive Director	\$35,817	<b>\$31,768</b>	2024
<a href="#">Boise Acupuncture Cooperative Inc</a>	ID	\$356,444	Vice President	\$59,885	<b>\$60,147</b>	2024
<a href="#">Susan Dew Hoff Memorial Clinic Inc</a>	WV	\$355,326	Board Member	\$30,000	<b>\$30,668</b>	2024
<a href="#">Bella Health And Wellness Inc</a>	CA	\$420,953	Executive Director	\$37,100	<b>\$30,247</b>	2024
<a href="#">Community Care Clinic Of</a>	NC	\$353,948	Executive Di	\$60,500	<b>\$59,021</b>	2024
<a href="#">Gillette Reproductive Health</a>	WY	\$353,765	Executive Di	\$93,497	<b>\$94,527</b>	2024
<a href="#">Waco Birth Center And Clinic</a>	TX	\$352,734	President	\$66,100	<b>\$62,428</b>	2024
<a href="#">Heart And Soul Clinic Inc</a>	IN	\$424,897	Executive Di	\$60,000	<b>\$59,740</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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** 83 organizations. Compensation range \$180–\$424,510; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$387,749); for reference, expenses \$345,133 and assets \$168,438.

**ROLE MATCH** Charlene Dunbar, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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

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 (Charlene Dunbar) 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 83 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,275 is reasonable (approximately the 87<sup>th</sup> 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.