

Nevada Obstetrical Charity Clinics

Executive Director / CEO

EIN 264834603

NV · NTEE E40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jonathan Hernandez, Executive Director / CEO** (\$79,878) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

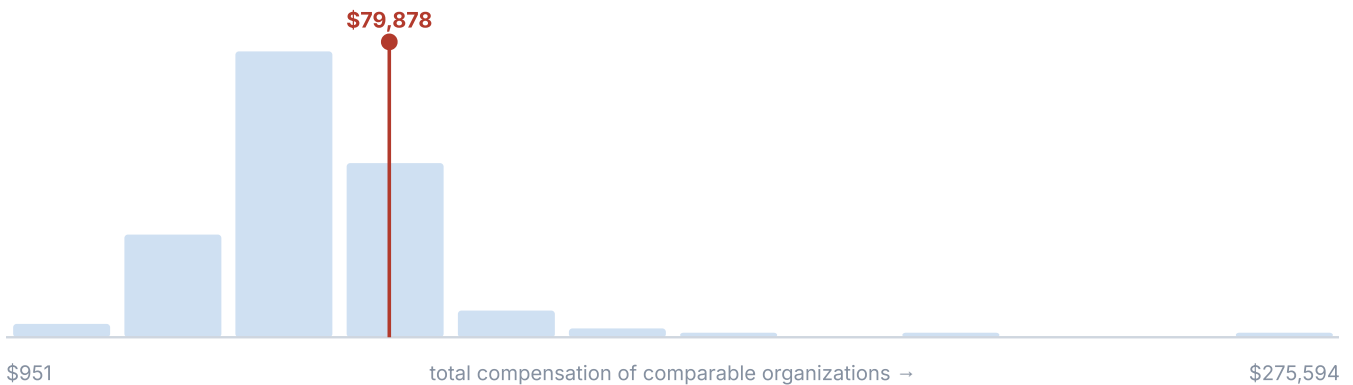
Benchmarked executive: Jonathan Hernandez — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E40).
BUDGET	Total revenue between \$333,314 and \$746,226 — 0.67x to 1.50x the subject's \$497,484 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$42,674	\$52,224	\$63,664	\$75,062	\$87,803	\$79,878
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 82ND
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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 NV 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
Hope Services	OR	\$497,394	Executive Di	\$47,869	\$44,349	2024
Heart Of The Valley Birth&beyond	OR	\$495,843	Executive Director	\$57,350	\$54,702	2023
Heartline Pregnancy Center Inc	IN	\$494,147	Executive Dir.	\$16,923	\$18,330	2023
Pregnancy Help Center Of Rice Lake	WI	\$492,736	Director	\$63,225	\$67,819	2023
New Hope Pregnancy Care Center	TN	\$505,635	Chief Executive Officer	\$51,325	\$53,822	2024
Cornerstone Pregnancy Care Services	PA	\$487,402	Exec Directo	\$67,843	\$65,755	2025
Community Pregnancy Clinic	CA	\$508,476	Executive Director	\$87,000	\$74,947	2024
Global Birthing Home Foundation	KS	\$509,084	Executive Director	\$60,000	\$66,576	2023
Avenues Pregnancy Clinic	CA	\$485,094	Executive Dir.	\$83,000	\$71,501	2024
Alternacare	OH	\$484,906	Medical Director	\$900	\$951	2024
Birth And Womens Health Center Inc	KS	\$483,895	Key Employee	\$139,587	\$150,444	2024
Options Pregnancy Resource Centers Inc	OR	\$483,376	Chief Executive Officer	\$83,457	\$79,603	2023
The Sparrow Fund	PA	\$481,942	Secretary	\$80,297	\$82,245	2023
Gynuity Health Projects Inc	NY	\$480,993	President	\$204,898	\$190,169	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Compassion Pregnancy Center	MI	\$515,365	Executive Director	\$75,392	\$77,633	2024
Wellmama Inc	OR	\$515,688	Executive Director	\$86,618	\$80,248	2024
Hope Resource Center Inc	IN	\$479,153	Director	\$67,200	\$72,787	2023
Cabot Crisis Pregnancy Center	AR	\$478,996	Executive Dir.	\$44,356	\$51,209	2023
Caldwell Pregnancy Care Center Inc	NC	\$516,001	Executive Director	\$43,819	\$45,169	2024
Crisis Pregnancy Center Of	IN	\$516,693	Executive Dir.	\$59,411	\$64,350	2023
Grace Place For Women Inc	NM	\$517,287	Executive Director	\$61,909	\$68,391	2023
Augusta Care Pregnancy Center	GA	\$477,640	Executive Di	\$29,610	\$29,702	2024
Ashland Care Center Inc	OH	\$518,845	Executive Di	\$74,079	\$78,275	2024
Women & Infants Development Foundation	RI	\$519,082	Director - President/ceo/cne	\$32,601	\$31,186	2024
Avenues For Women Inc	KY	\$473,989	Ceo/president	\$54,476	\$58,389	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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 **140** organizations. Compensation range \$951–\$275,594; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$497,484); for reference, expenses \$506,957 and assets \$103,569.
ROLE MATCH	Jonathan Hernandez, reported title " <i>SECRETARY</i> ", 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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	82 nd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	81 st

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 (Jonathan Hernandez) 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 140 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,878 is reasonable (approximately the 82nd 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.