

# Crossroads Pregnancy Resource Center

Executive Director / CEO

EIN 274097169

KY · NTEE P40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Tapp, Executive Director / CEO** (\$75,383) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

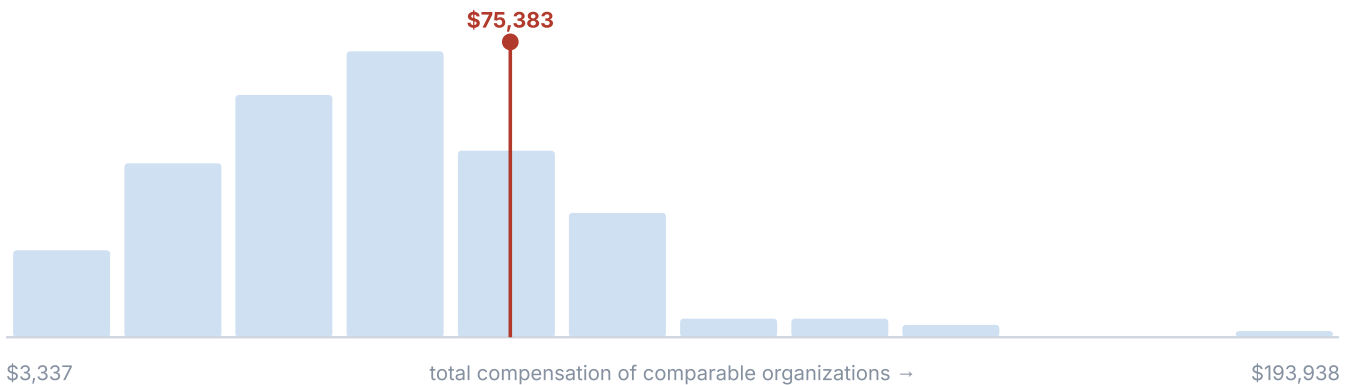
**Benchmarked executive:** Laura Tapp — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$276,973 and \$620,089 — 0.67x to 1.50x the subject's \$413,393 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**186** organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,293	\$38,033	\$55,412	\$73,093	\$90,039	\$75,383
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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 KY 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="#">Abc Crisis Pregnancy Center Inc</a>	SC	\$413,176	Director	\$40,369	<b>\$39,200</b>	2024
<a href="#">Prism Economic Development Corporation</a>	WI	\$411,848	Executive Director	\$51,635	<b>\$50,193</b>	2024
<a href="#">Restore Small Groups</a>	TN	\$417,004	Founder & Executive Director	\$91,683	<b>\$89,701</b>	2024
<a href="#">Caring Hearts Pregnancy Ctr Of</a>	NC	\$409,730	Executive Director	\$45,684	<b>\$43,936</b>	2024
<a href="#">New Day Inc</a>	PA	\$418,002	Executive Di	\$57,879	<b>\$55,311</b>	2023
<a href="#">Esperanza House Inc</a>	AL	\$406,907	Executive Director	\$63,104	<b>\$65,329</b>	2023
<a href="#">Eagles Flight Advocacy And Outreach</a>	TX	\$420,891	Director	\$36,000	<b>\$35,923</b>	2022
<a href="#">The Family &amp; Children's Society Inc</a>	NY	\$421,119	Executive Director	\$26,662	<b>\$23,088</b>	2023
<a href="#">The Nurture Place Inc</a>	FL	\$404,622	President	\$24,000	<b>\$21,605</b>	2023
<a href="#">Nehemiah Community Empowerment Center Inc</a>	NC	\$423,000	Executive Director/ceo	\$29,000	<b>\$27,171</b>	2025
<a href="#">Furniture Mission Of The Red River Valle</a>	ND	\$403,304	Executive Director	\$63,000	<b>\$66,252</b>	2023
<a href="#">Vocare</a>	CO	\$424,968	President	\$108,490	<b>\$96,828</b>	2024
<a href="#">The New Life Center Inc</a>	TN	\$425,245	President	\$34,757	<b>\$34,005</b>	2024
<a href="#">Wilson Commencement Park</a>	NY	\$425,933	Executive Director	\$30,990	<b>\$26,065</b>	2024
<a href="#">Intasik Family Counseling Services Inc</a>	CA	\$426,908	Chief Executive Director	\$11,163	<b>\$8,972</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Quakerdale Family Services</a>	IA	\$399,118	Executive Director	\$72,100	<b>\$73,480</b>	2024
<a href="#">One Love Global</a>	MI	\$398,990	Secretary	\$34,619	<b>\$33,259</b>	2024
<a href="#">Mcdowell Pregnancy Care Center Inc</a>	NC	\$428,664	Director	\$35,177	<b>\$33,831</b>	2024
<a href="#">Career Focus Inc</a>	FL	\$397,535	Chief Executive Officer / Founder	\$68,600	<b>\$59,984</b>	2024
<a href="#">Ohio County Family Resource Network</a>	WV	\$397,037	Executive Di	\$60,000	<b>\$60,468</b>	2024
<a href="#">Old Colony Ymca Wellness Services Inc</a>	MA	\$397,020	President, Ceo	\$31,731	<b>\$26,540</b>	2024
<a href="#">Providence Family Life Center</a>	MI	\$394,992	Ceo	\$61,938	<b>\$59,505</b>	2024
<a href="#">Richmond City Pregnancy Resource Center Incorporated</a>	VA	\$432,705	Executive Director	\$97,341	<b>\$90,065</b>	2023
<a href="#">Life Choices Pregnancy &amp; Family Resource Center</a>	TN	\$393,471	Executive Director Since 10124	\$11,500	<b>\$11,251</b>	2024
<a href="#">El Instituto De Orientacion Y Terapia Familiar</a>	PR	\$433,347	Exec Director	\$43,800	<b>\$45,094</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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** 186 organizations. Compensation range \$3,337–\$193,938; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$413,393); for reference, expenses \$318,661 and assets \$884,088.

ROLE MATCH	Laura Tapp, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	76 <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 (Laura Tapp) 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 186 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,383 is reasonable (approximately the 78<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.