

# Dayton Right To Life Foundation

Executive Director / CEO

EIN 310918872

OH · NTEE R620

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margie Christie, Executive Director / CEO** (\$28,926) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Margie Christie — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (R620).

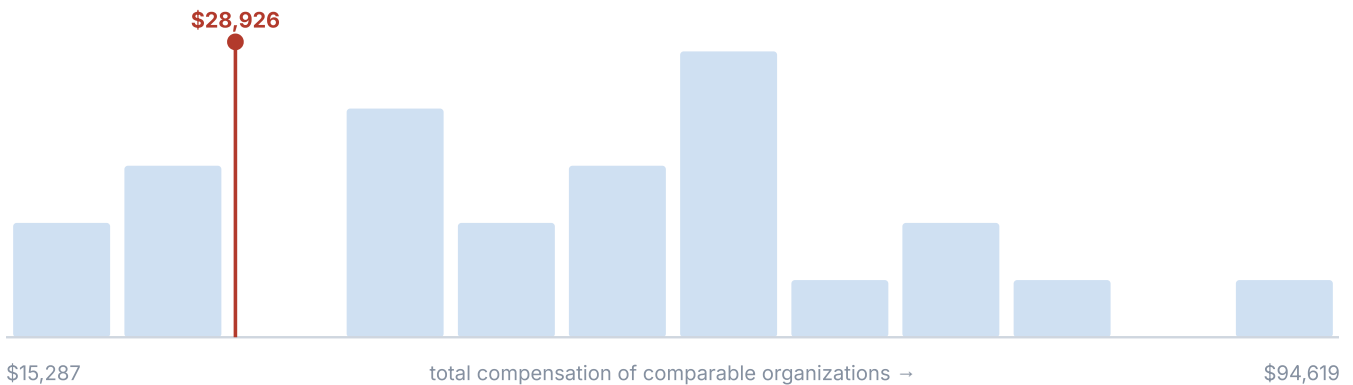
**BUDGET** Total revenue between \$282,852 and \$633,252 — 0.67x to 1.50x the subject's \$422,168 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (R62), nationwide + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,604

\$36,443

\$51,442

\$60,167

\$69,777

**\$28,926**



## ■ 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="#">Dubuque County Right To Life Inc</a>	IA	\$418,078	Executive Director	\$91,527	<b>\$94,619</b>	2024
<a href="#">Life Care Pregnancy Center Inc</a>	NC	\$430,518	Executive Director	\$53,469	<b>\$52,162</b>	2024
<a href="#">Friends Of The Unborn Inc</a>	MA	\$430,699	President/ D	\$69,843	<b>\$59,257</b>	2024
<a href="#">Family Life Services Of Washtenaw County</a>	MI	\$431,746	Executive Director	\$59,209	<b>\$59,405</b>	2023
<a href="#">Minnesota Right To Life</a>	MN	\$435,073	Executive Director	\$44,500	<b>\$41,515</b>	2024
<a href="#">Toccoa Life Inc</a>	GA	\$438,925	Ceo	\$49,155	<b>\$46,664</b>	2024
<a href="#">Wedignify</a>	IL	\$443,561	Executive Director	\$73,903	<b>\$68,598</b>	2024
<a href="#">Cleveland Right To Life</a>	OH	\$389,849	Executive Di	\$75,459	<b>\$75,459</b>	2024
<a href="#">Cincinnati Right To Life Educational</a>	OH	\$372,490	Exec. Director	\$61,254	<b>\$61,254</b>	2024
<a href="#">Foundation To Abolish Abortion</a>	TX	\$358,394	President	\$26,466	<b>\$25,734</b>	2023
<a href="#">Sav-a-life Tennessee Valley Inc</a>	AL	\$357,005	Executive Di	\$49,727	<b>\$50,722</b>	2024
<a href="#">Right To Life Services Inc</a>	RI	\$352,570	Executive Director	\$26,518	<b>\$24,716</b>	2023
<a href="#">Pennsylvania Pro-life Federation</a>	PA	\$341,464	Executive Dir.	\$16,236	<b>\$15,287</b>	2024
<a href="#">Foundation For Life</a>	OH	\$332,197	Executive Dir.	\$58,088	<b>\$59,804</b>	2023
<a href="#">Birthright Lake Inc</a>	OH	\$328,201	Executive Di	\$35,467	<b>\$36,515</b>	2023
<a href="#">Family Advancement Ministries Inc</a>	GA	\$516,223	Executive Director	\$60,562	<b>\$59,192</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">First Choice Pregnancy Resource Center</a>	WI	\$307,962	Executive Director	\$38,289	<b>\$38,870</b>	2023
<a href="#">Beginnings Care For Life Center</a>	MI	\$306,496	Executive Director	\$47,433	<b>\$46,225</b>	2024
<a href="#">Birthright Of Memphis Inc</a>	TN	\$542,757	Director	\$55,125	<b>\$54,708</b>	2024
<a href="#">Westside Pregnancy Center</a>	TX	\$297,310	Executive Director	\$26,000	<b>\$24,556</b>	2024
<a href="#">Pregnancy Support Services Inc</a>	NC	\$570,317	Executive Di	\$72,043	<b>\$70,282</b>	2024
<a href="#">Daybreak Inc</a>	SC	\$587,907	Executive Director	\$36,778	<b>\$36,226</b>	2024
<a href="#">Human Life Services Inc</a>	PA	\$621,655	Executive Director	\$72,000	<b>\$67,791</b>	2024
<a href="#">Center For Arizona Policy Action</a>	AZ	\$628,640	President/ce	\$20,689	<b>\$18,786</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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	24 organizations. Compensation range \$15,287–\$94,619; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$422,168); for reference, expenses \$485,071 and assets \$329,108.
ROLE MATCH	Margie Christie, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	21 <sup>st</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Margie Christie) 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 24 similarly situated organizations (Same NTEE sector (R62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,926 is reasonable (approximately the 21<sup>st</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.