

# Reach Out Pregnancy Center Inc

Executive Director / CEO

EIN 311407489

OH · NTEE E400

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Jackie Sulfridge, Executive Director / CEO** (\$58,800) against **every comparable organization** that fit the selection criteria — **132** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jackie Sulfridge — reported title “Former Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

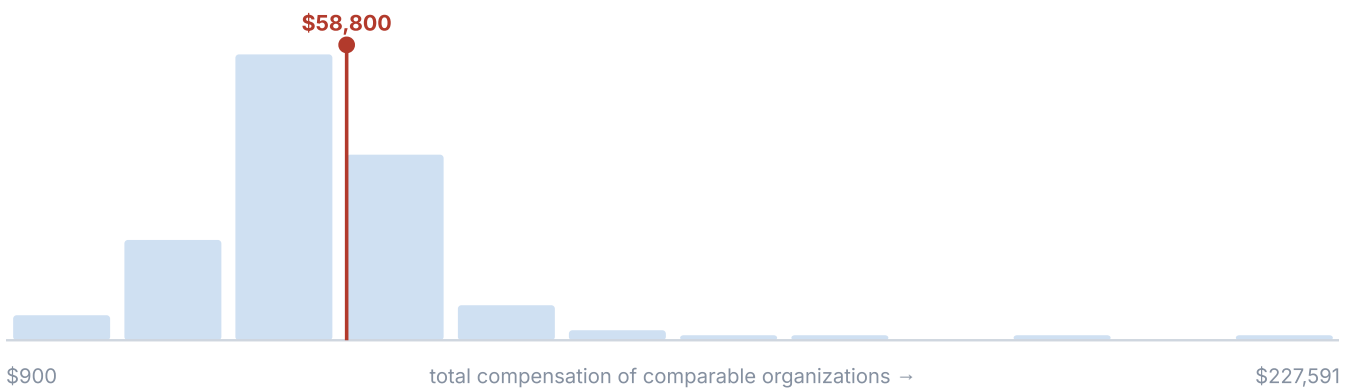
**SECTOR** Organizations sharing the subject's NTEE classification (E400).

**BUDGET** Total revenue between \$237,038 and \$530,683 — 0.67x to 1.50x the subject's \$353,789 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

**132** organizations qualified on sector, size, and geography → **132** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$31,547	\$42,192	\$53,985	\$64,713	\$76,123	\$58,800
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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="#">Aspire Together Inc</a>	VT	\$354,538	Executive Di	\$69,120	<b>\$65,685</b>	2024
<a href="#">Crisis Pregnancy Center</a>	CA	\$355,822	Executive Director	\$64,930	<b>\$54,500</b>	2023
<a href="#">River Region Pregnancy Center</a>	AL	\$351,310	Executive Director	\$58,905	<b>\$60,083</b>	2024
<a href="#">Life Care Center For Women Inc</a>	KS	\$351,103	Executive Director	\$31,796	<b>\$32,432</b>	2024
<a href="#">Care Women's Center</a>	NH	\$358,133	Center Direc	\$61,796	<b>\$53,873</b>	2024
<a href="#">Alpha Clinics</a>	CA	\$348,509	Executive Dir.	\$79,944	<b>\$65,176</b>	2024
<a href="#">Mend Medical Services Inc</a>	OK	\$359,144	Executive Director	\$53,500	<b>\$57,263</b>	2023
<a href="#">Tender Care Pregnancy</a>	PA	\$359,369	Executive Di	\$56,336	<b>\$54,609</b>	2023
<a href="#">Warrenton Pregnancy Center</a>	VA	\$347,928	Executive Di	\$87,002	<b>\$81,656</b>	2023
<a href="#">Next Step Resources Center</a>	TN	\$347,840	Directorpresident	\$64,348	<b>\$63,861</b>	2024
<a href="#">Crisis Pregnancy Center Of Tehachapi</a>	CA	\$347,709	Member	\$66,320	<b>\$54,069</b>	2024
<a href="#">Adria Womens Health</a>	TX	\$346,777	Executive Director	\$50,465	<b>\$47,661</b>	2024
<a href="#">Laurel Pregnancy Center Inc</a>	MD	\$361,253	Executive Director	\$42,232	<b>\$38,379</b>	2023
<a href="#">Care Pregnancy Center Of Tulare</a>	CA	\$361,615	Executive Dir.	\$67,167	<b>\$54,760</b>	2024
<a href="#">Howard County Pregnancy Center</a>	MD	\$361,723	Operations Director	\$66,223	<b>\$58,455</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Loving Arms - A Crisis Pregnancy Center</a>	IL	\$362,218	Executive Director	\$58,588	<b>\$55,989</b>	2023
<a href="#">The Bridge To Life Inc</a>	NY	\$362,931	Executive Director	\$86,349	<b>\$73,670</b>	2024
<a href="#">Center For Client Safety Inc</a>	KY	\$341,632	Executive Director And Secy	\$64,427	<b>\$67,283</b>	2023
<a href="#">Care Net Pregnancy Center</a>	NY	\$366,788	Executive Director	\$46,346	<b>\$40,709</b>	2023
<a href="#">Plateau Pregnancy Services</a>	TN	\$339,286	Exec Director / Vice Chr	\$70,044	<b>\$69,514</b>	2024
<a href="#">Pregnancy Resource Services</a>	WA	\$338,048	Executive Director	\$40,238	<b>\$33,137</b>	2025
<a href="#">Pregnancy Resource Center Inc</a>	CO	\$370,866	Executive Director	\$44,928	<b>\$40,674</b>	2024
<a href="#">Options Now</a>	IL	\$373,749	Executive Director	\$48,929	<b>\$44,246</b>	2025
<a href="#">St Petersburg Pregnancy Center</a>	FL	\$374,118	Ceo	\$87,614	<b>\$77,710</b>	2024
<a href="#">Columbia Gorge Pregnancy Resource</a>	OR	\$374,761	Executive Di	\$50,000	<b>\$43,840</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** 132 organizations. Compensation range \$900–\$227,591; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$353,789); for reference, expenses \$275,999 and assets \$238,477.

ROLE MATCH	Jackie Sulfridge, reported title " <i>Former Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	63 <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 (Jackie Sulfridge) 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 13, 2026, comparing compensation against 132 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,800 is reasonable (approximately the 64<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 13, 2026.