

# 1st Way Pregnancy Support Services

Executive Director / CEO

EIN 363988414

IL · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Judy K Cocks, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Judy K Cocks — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P20).

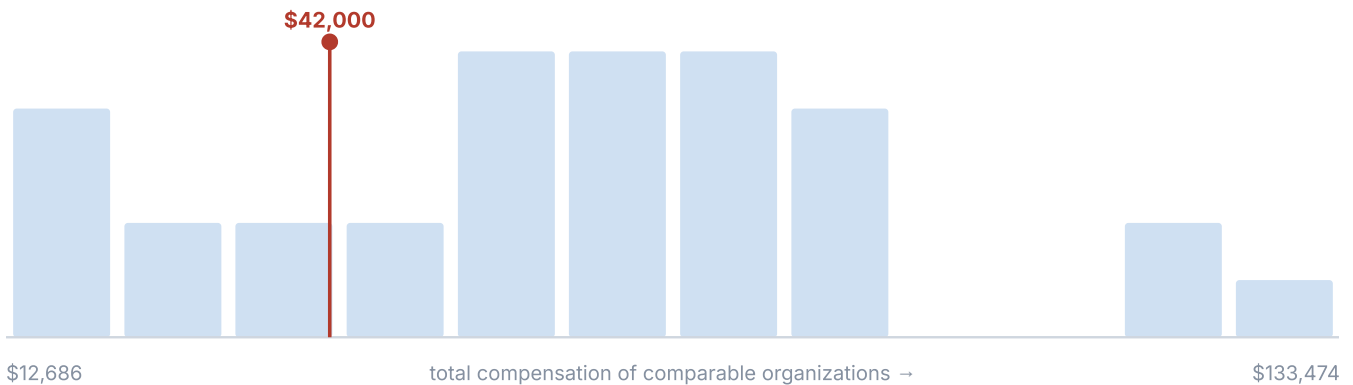
**BUDGET** Total revenue between \$295,072 and \$660,610 — 0.67x to 1.50x the subject's \$440,407 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20) + IL + budget 0.67–1.5x revenue.

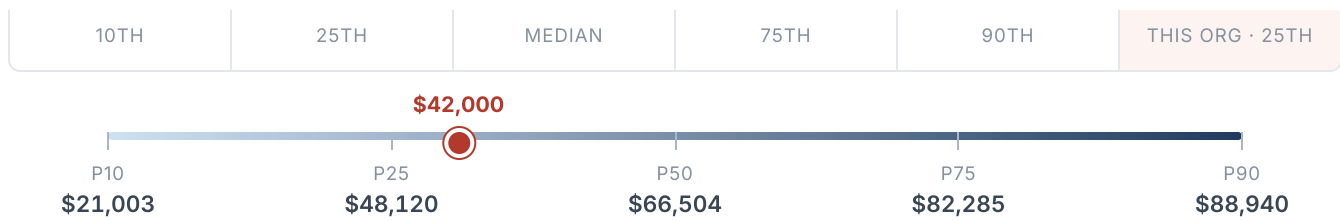
**32** organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,003	\$48,120	\$66,504	\$82,285	\$88,940	\$42,000
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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 IL 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="#">Street Samaritans</a>	IL	\$434,855	Executive Director	\$67,923	<b>\$67,923</b>	2024
<a href="#">Kids Teen Rider Inc</a>	IL	\$433,792	President	\$40,000	<b>\$40,000</b>	2024
<a href="#">Glenn Hudson Muay Thai Self Defense</a>	IL	\$432,387	President	\$88,400	<b>\$88,400</b>	2024
<a href="#">Laurent House Foundation Inc</a>	IL	\$429,022	Executive Director	\$75,000	<b>\$75,000</b>	2024
<a href="#">Chatham Community Collaborative Nfp</a>	IL	\$427,971	President	\$12,686	<b>\$12,686</b>	2024
<a href="#">Trauma &amp; Resilience Initiative Inc</a>	IL	\$457,924	Executive Dir.	\$86,718	<b>\$84,483</b>	2025
<a href="#">Sisterhouse</a>	IL	\$461,585	Executive Director	\$71,814	<b>\$73,935</b>	2023
<a href="#">House Of Neighborly Service - Monroe</a>	IL	\$417,391	Executive Dir.	\$56,833	<b>\$56,833</b>	2024
<a href="#">Rainbow Cafe Lgbtq Center</a>	IL	\$409,133	Executive Director (Former)	\$60,000	<b>\$60,000</b>	2024
<a href="#">Hcu Network America</a>	IL	\$476,261	Executive Officer/secretar	\$72,000	<b>\$72,000</b>	2024
<a href="#">Children Of Pokot Educational Fund Inc</a>	IL	\$394,695	Executive Dir.	\$20,167	<b>\$20,763</b>	2023
<a href="#">Haven House</a>	IL	\$391,143	President	\$16,973	<b>\$16,973</b>	2024
<a href="#">Center For Grief Recovery &amp; Sibling Loss</a>	IL	\$491,066	Executive Director	\$129,645	<b>\$133,474</b>	2023
<a href="#">Elms University Center</a>	IL	\$492,322	Secretary	\$23,167	<b>\$23,167</b>	2024
<a href="#">New Life For Haiti</a>	IL	\$385,490	Executive Director	\$71,566	<b>\$69,721</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Darren B Easterling Center For Restorative Practices</a>	IL	\$382,411	Executive Director	\$82,081	<b>\$82,081</b>	2024
<a href="#">United Way Of Lee County Inc</a>	IL	\$500,706	Executive Director	\$49,000	<b>\$50,447</b>	2023
<a href="#">Recovery Bound</a>	IL	\$512,457	Executive Director	\$58,230	<b>\$58,230</b>	2024
<a href="#">Imago Relationships North America</a>	IL	\$364,114	Executive Dir.	\$116,504	<b>\$116,504</b>	2024
<a href="#">The Guardian Center Inc</a>	IL	\$536,593	Executive Director	\$66,807	<b>\$65,085</b>	2025
<a href="#">Hearts United Associaiton</a>	IL	\$337,196	Ackerman	\$41,140	<b>\$41,140</b>	2024
<a href="#">Alianza Leadership Institute</a>	IL	\$554,946	Executive Director	\$70,000	<b>\$70,000</b>	2024
<a href="#">Equity &amp; Empowerment For Evanston Families</a>	IL	\$313,204	President	\$120,000	<b>\$116,907</b>	2025
<a href="#">Organic Oneness</a>	IL	\$569,636	Executive Di	\$89,000	<b>\$89,000</b>	2024
<a href="#">Warp Corps</a>	IL	\$571,251	Executive Di	\$59,808	<b>\$59,808</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 32 organizations. Compensation range \$12,686–\$133,474; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$440,407); for reference, expenses \$276,922 and assets \$572,827.

**ROLE MATCH** Judy K Cocks, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	25 <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 (Judy K Cocks) 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 32 similarly situated organizations (Same NTEE sector (P20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 25<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.