

Pregnancy Care Clinic

Executive Director / CEO

EIN 371263291

IL · NTEE E400

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nancy R Wesling, Executive Director / CEO** (\$40,501) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

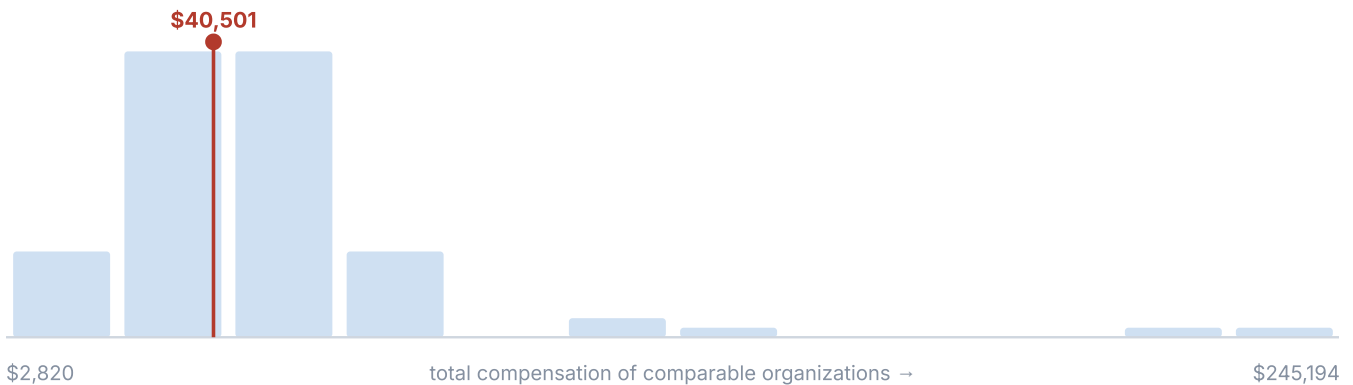
Benchmarked executive: Nancy R Wesling — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E400).
BUDGET	Total revenue between \$140,084 and \$313,621 — 0.67x to 1.50x the subject's \$209,081 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,990	\$32,317	\$45,787	\$56,121	\$71,002	\$40,501
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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
Hope Pregnancy Center	IN	\$207,239	Executive Di	\$38,800	\$41,620	2024
Shenandoah Pregnancy And Resource Center	IA	\$206,938	Executive Director	\$8,844	\$10,141	2023
Crisis Pregnancy Center Of Monrovia	CA	\$205,964	Executive Director/board Member	\$43,000	\$37,768	2024
Mesilla Valley Pregnancy Resource	NM	\$204,703	Executive Di	\$58,779	\$62,648	2025
Alleghany Pregnancy Care Center	NC	\$203,752	Executive Director	\$22,527	\$23,676	2024
Life-way Family And Pregnancy Suppo	PA	\$203,586	Executive Di	\$52,862	\$53,621	2024
Life Choices Care Center	IN	\$215,207	Executive Director, Former	\$45,885	\$50,673	2023
The Center Clinic Inc	MN	\$215,603	Executive Di	\$50,370	\$52,122	2023
Pro-life Doc Inc	FL	\$216,119	President	\$21,538	\$21,188	2023
Every Mother Inc	MS	\$201,451	Vice President	\$181,990	\$206,172	2024
Pregnancy Care Center Of Rincon Inc	GA	\$200,823	Key Employee	\$40,162	\$41,076	2024
Ashe Crisis Pregnancy Center	NC	\$217,402	Executive Director	\$20,600	\$21,651	2024
Blossom Birth Services	CA	\$219,532	Executive Director	\$82,400	\$72,374	2024
Pregnancy Care Center Of High Point	NC	\$220,043	Executive Director	\$51,280	\$53,896	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cecil County Pregnancy Center	MD	\$197,564	Director	\$31,674	\$30,121	2024
Charis Pregnancy Help Center Inc	WI	\$221,085	Executive Director	\$36,800	\$39,093	2024
Cherokee Pregnancy Center Incorp	SC	\$194,745	Executive Di	\$41,202	\$43,722	2024
The Abstinence & Marriage Education Partnership	IL	\$194,423	Executive Director	\$85,500	\$83,296	2025
Upward Bound Community Development Corporation	TX	\$223,854	Director	\$48,000	\$48,840	2024
Pregnancy Center Of Bryan County Inc	OK	\$225,308	Asst Director	\$24,933	\$27,926	2024
The Eden Clinic Inc	OK	\$226,043	Executive Director	\$21,487	\$24,066	2024
Pregnancy Resource Center Of Gp	TX	\$226,146	Executive Director	\$45,000	\$45,787	2024
Two Hearts Pregnancy Care Center	KY	\$190,779	Exec Director	\$33,923	\$38,167	2023
Relevant Pregnancy Options Center	IL	\$190,181	Executive Director	\$53,620	\$53,620	2024
Coast Pregnancy Clinic	OR	\$228,269	Executive Director	\$42,417	\$41,251	2023

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.

● Sample, role match & sensitivity

PEER COUNT	83 organizations. Compensation range \$2,820–\$245,194; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$209,081); for reference, expenses \$240,325 and assets \$325,758.
ROLE MATCH	Nancy R Wesling, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	5 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	43 rd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	42 nd

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 (Nancy R Wesling) 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 83 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,501 is reasonable (approximately the 43rd 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.