

Darke County Pregnancy Help Center

Executive Director / CEO

EIN 453909386

OH · NTEE P99

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Jeannette Shuff, Executive Director / CEO** (\$28,473) against **every comparable organization** that fit the selection criteria — **191** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jeannette Shuff — reported title “BOARD MEMBER”, 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 (P99).

BUDGET Total revenue between \$202,100 and \$452,463 — 0.67x to 1.50x the subject's \$301,642 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

191 organizations qualified on sector, size, and geography → **191** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$11,489	\$31,920	\$56,400	\$75,195	\$95,308	\$28,473
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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
Gold Star Peak Inc	AK	\$300,450	President	\$80,000	\$74,345	2023
One Heart One Mind	UT	\$303,231	Assistant Director	\$22,720	\$22,603	2023
Children's Advocacy Centers	ND	\$303,604	Executive Di	\$109,105	\$113,046	2024
Moco Pride Center Inc	MD	\$297,753	Ceo	\$80,000	\$70,615	2024
Newbirth Outreach Center	AL	\$297,290	Director	\$15,960	\$16,760	2023
Connections Ministry Inc	LA	\$296,729	President	\$78,997	\$82,128	2024
Destiny Of Hope	MO	\$295,413	Executive Dir.	\$20,833	\$20,833	2024
Femergy	OH	\$308,518	Director	\$43,542	\$43,542	2024
Sisters Of Grace Inc	GA	\$308,824	President	\$61,250	\$58,146	2024
Carleton-willard At Home Inc	MA	\$310,206	President & Ceo	\$60,724	\$51,520	2024
Elder Orphan Care	NC	\$292,680	Executive Director	\$59,208	\$59,467	2023
Neighbors Helping Neighbors Inc	KY	\$310,813	Nhn Director	\$54,573	\$56,992	2023
Girls Helping Girls Period	NJ	\$311,382	Executive Director	\$75,000	\$65,090	2023
Greater Boston Real Estate Board	MA	\$291,834	Ceo	\$39,071	\$34,128	2023
Evergreen Life Services Of Florida Inc	LA	\$312,332	President/ceo	\$21,418	\$22,267	2024
Dry Dock Corporation	CA	\$290,465	Executive Director And Treasurer	\$59,700	\$50,109	2023
Horsin' Around Camp Inc	KY	\$316,030	Executive Director	\$82,169	\$85,811	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundations For Franklin County Inc	MO	\$317,178	Executive Di	\$25,625	\$26,382	2023
Senior Charity Care Foundation	UT	\$284,718	Executive Di	\$22,965	\$22,191	2024
Soteni Inc	OH	\$283,526	Operations Manager	\$44,769	\$43,615	2025
Peopleworks - Nm	NM	\$321,450	Executive Di	\$64,693	\$67,635	2023
Birth Companions Community Center	CA	\$281,781	Director	\$21,600	\$17,610	2024
The Ohio Legislative Black Caucus Foundation	OH	\$281,386	President And Ceo	\$94,700	\$94,700	2024
Moving Waters	TX	\$280,705	Exec Directo	\$42,969	\$40,582	2024
Pohaku Pelemaka	HI	\$280,366	Executive Di	\$84,728	\$71,621	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.

● Sample, role match & sensitivity

PEER COUNT	191 organizations. Compensation range \$747–\$521,859; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$301,642); for reference, expenses \$194,527 and assets \$496,284.
ROLE MATCH	Jeannette Shuff, reported title " <i>BOARD MEMBER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	11 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	24 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	20 th

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 (Jeannette Shuff) 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 191 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,473 is reasonable (approximately the 24th 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.