

Refuge Pregnancy Center Inc

Executive Director / CEO

EIN 455240890

CA · NTEE P47

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Stearns, Executive Director / CEO** (\$64,240) against the **2000** closest of **2,517** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Stearns — reported title "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 (P47).

BUDGET Total revenue between \$139,388 and \$312,064 — 0.67x to 1.50x the subject's \$208,043 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,517 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,864	\$27,246	\$47,724	\$71,600	\$92,856	\$64,240
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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 CA 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
Music Therapy Of The Rockies	CO	\$208,047	Executive Director	\$60,000	\$64,716	2024
Marvelous Lifestyles Outreach	MI	\$208,020	President	\$62,908	\$73,038	2024
Empower Me	MO	\$207,979	Executive Director	\$76,500	\$88,792	2025
Borrego Springs Community Resource	CA	\$208,120	Treasurer	\$1,546	\$1,463	2025
John 13 Community	TX	\$208,205	Executive Director	\$71,241	\$80,160	2024
The Everyone's Welcome Network	TN	\$208,215	Executive Di	\$127,700	\$150,989	2024
Liga De Justicia Foundation Inc	NY	\$207,870	Executive Director	\$6,154	\$6,255	2024
Tullahoma Day Care Center Inc	TN	\$207,826	Director	\$54,498	\$64,436	2024
We Are Brave Together	CA	\$208,296	Executive Dir.	\$42,000	\$40,795	2024
Ananda Valley Farm	CA	\$207,786	President	\$26,944	\$26,171	2024
Texas Burn Survivor Society Inc	TX	\$208,307	Executive Dir.	\$48,000	\$55,605	2023
Adoption Information & Counseling Services Inc	TX	\$208,360	5231 Woodlawn, Bellaire Tx 77401	\$19,450	\$22,532	2023
Durham Congregations In Action	NC	\$208,387	Executive Dir.	\$50,000	\$58,114	2024
Camp Inclusion Inc	MD	\$207,690	Program Deve	\$12,893	\$13,559	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Park County Senior Coalition Inc	CO	\$208,416	Exec Directo	\$38,002	\$40,989	2024
Global Disaster Relief Team Inc	MA	\$208,427	President	\$60,000	\$62,440	2023
Native American Development Center	ND	\$207,608	Executive Director	\$39,483	\$50,178	2023
Fostering Hope	MO	\$208,478	Executive Director	\$17,888	\$21,941	2023
She Project Inc	MS	\$207,586	Chief Executive Officer	\$68,315	\$88,113	2023
Backpack Friends Incorporated	TX	\$207,581	Executive Director	\$82,955	\$96,098	2023
The Veranda Ministries Inc	TN	\$207,550	Executive Di	\$51,600	\$62,813	2023
Mission 615 Inc	TN	\$208,542	President	\$61,000	\$72,125	2024
The Highland Thrift Shop Inc	MD	\$208,567	Manager	\$38,437	\$41,615	2023
Power Paws Assistance Dogs Inc	AZ	\$208,603	Executive Director	\$68,267	\$73,850	2024
Perry County Council On Aging Inc	IN	\$208,621	Executive Director	\$39,520	\$46,879	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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 **2000** organizations. Compensation range \$193–\$430,477; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$208,043); for reference, expenses \$270,057 and assets \$81,906.
ROLE MATCH	Michael Stearns, reported title " <i>DIRECTOR</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	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	35 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	68 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	60 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 (Michael Stearns) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,240 is reasonable (approximately the 68th 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.