

# Journey Pregnancy & Life Hub

Executive Director / CEO

EIN 461443527

IL · NTEE Z99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Christine Lavine, Executive Director / CEO** (\$29,119) against **every comparable organization** that fit the selection criteria — **141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

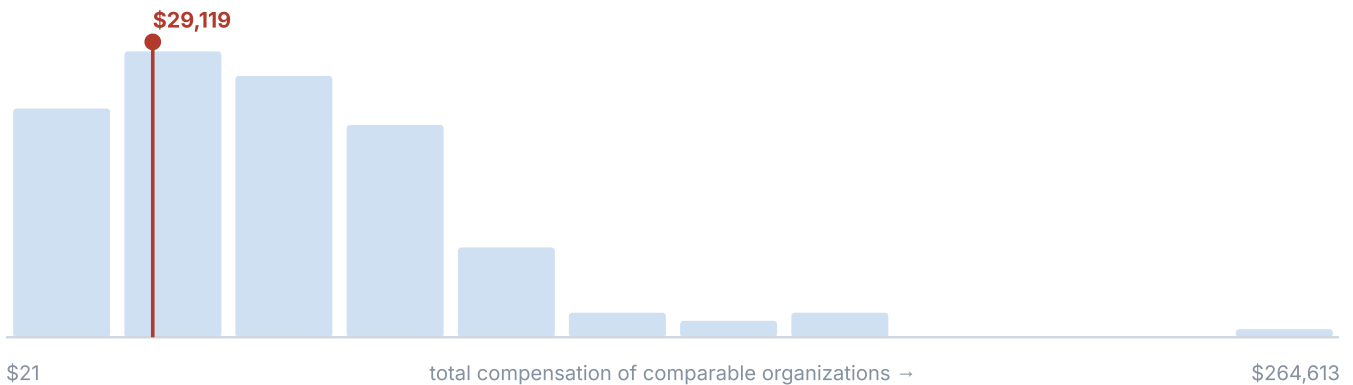
**Benchmarked executive:** Christine Lavine — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$134,551 and \$301,234 — 0.67x to 1.50x the subject's \$200,823 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

**141** organizations qualified on sector, size, and geography → **141** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,804	\$26,597	\$52,221	\$72,767	\$93,198	<b>\$29,119</b>
----------	----------	----------	----------	----------	-----------------



## ● 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="#">Institute For Fisheries Resources</a>	CA	\$200,747	Executive Director	\$17,500	<b>\$15,777</b>	2024
<a href="#">Selden Fire Department Emergency Unit</a>	NY	\$200,727	Recording Secretary	\$600	<b>\$566</b>	2024
<a href="#">Arc San Diego Foundation</a>	CA	\$200,387	Ceo	\$28,869	<b>\$26,028</b>	2024
<a href="#">Called To Rescue</a>	WA	\$202,101	President	\$19,000	<b>\$17,761</b>	2024
<a href="#">The RI Mace Universal Design Institute</a>	NC	\$202,585	Executive Dir.	\$60,000	<b>\$64,730</b>	2024
<a href="#">Love Inc Sacramento</a>	CA	\$202,859	Director	\$75,920	<b>\$70,469</b>	2023
<a href="#">Interlink Inc</a>	WA	\$197,886	Secretary/treasurer	\$20,967	<b>\$20,178</b>	2023
<a href="#">Eagles Wings Ministries</a>	CA	\$204,597	Executive Director And Chairm	\$42,500	<b>\$39,448</b>	2023
<a href="#">Hinesburg Community Resource Center Inc</a>	VT	\$196,870	Executive Director	\$20,640	<b>\$22,331</b>	2023
<a href="#">Mad River Path Association</a>	VT	\$196,210	Executive Director	\$87,200	<b>\$91,638</b>	2024
<a href="#">Truckee Meadows Tomorrow</a>	NV	\$195,047	Interim Executive Director	\$63,799	<b>\$68,742</b>	2023
<a href="#">Higher Education Consortium Of Central</a>	MA	\$206,714	Executive Director	\$126,525	<b>\$122,216</b>	2023
<a href="#">Houston Eye Associates Foundation</a>	TX	\$206,917	Executive Director	\$100,000	<b>\$107,526</b>	2023
<a href="#">Medical Staff Of Santa Barbara Cottage Hospital</a>	CA	\$206,945	Chief Of Staff-santa Barbara	\$96,300	<b>\$86,821</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Forests Today And Forever</a>	OR	\$194,519	Executive Di	\$86,700	<b>\$84,064</b>	2024
<a href="#">Waves Of Wilmington Inc</a>	NC	\$207,241	Ceo - Head Coach	\$127,632	<b>\$137,692</b>	2024
<a href="#">Learning Through Art</a>	OH	\$193,739	Ceo	\$52,451	<b>\$58,003</b>	2024
<a href="#">Michigan Coalition For Responsible Gun Owners</a>	MI	\$193,036	Executive Director	\$84,000	<b>\$93,198</b>	2023
<a href="#">Project Crossroads</a>	VA	\$192,994	Executive Di	\$37,676	<b>\$39,103</b>	2023
<a href="#">Spark Thomasville Inc</a>	GA	\$192,436	Executive Director	\$72,100	<b>\$75,692</b>	2024
<a href="#">Women In Development Of Greater</a>	MA	\$192,394	Managing Dir	\$121,510	<b>\$111,066</b>	2025
<a href="#">Northwest Therapeutic Riding Center</a>	WA	\$190,810	Program Director	\$14,400	<b>\$13,461</b>	2024
<a href="#">Hope Psychological Services Inc</a>	MA	\$211,758	Executive Director	\$64,073	<b>\$58,566</b>	2025
<a href="#">Daniel James Mccarthy Memorial Fund Inc</a>	MA	\$211,759	Executive Director	\$21,856	<b>\$20,506</b>	2024
<a href="#">Rabun County Family Connection</a>	GA	\$212,340	Executive Director	\$40,656	<b>\$42,681</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 2025 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 **141** organizations. Compensation range \$21–\$264,613; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$200,823); for reference, expenses \$182,667 and assets \$9,969.

ROLE MATCH	Christine Lavine, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers 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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	29 <sup>th</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	21 <sup>st</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 (Christine Lavine) 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 141 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,119 is reasonable (approximately the 28<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.