

Brown County Womens Health Llc

Executive Director / CEO

EIN 474969600

OH · NTEE E40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sherry Radar, Executive Director / CEO** (\$27,694) against **every comparable organization** that fit the selection criteria — **25** 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: Sherry Radar — reported title "SECRETARY", 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 (E40).

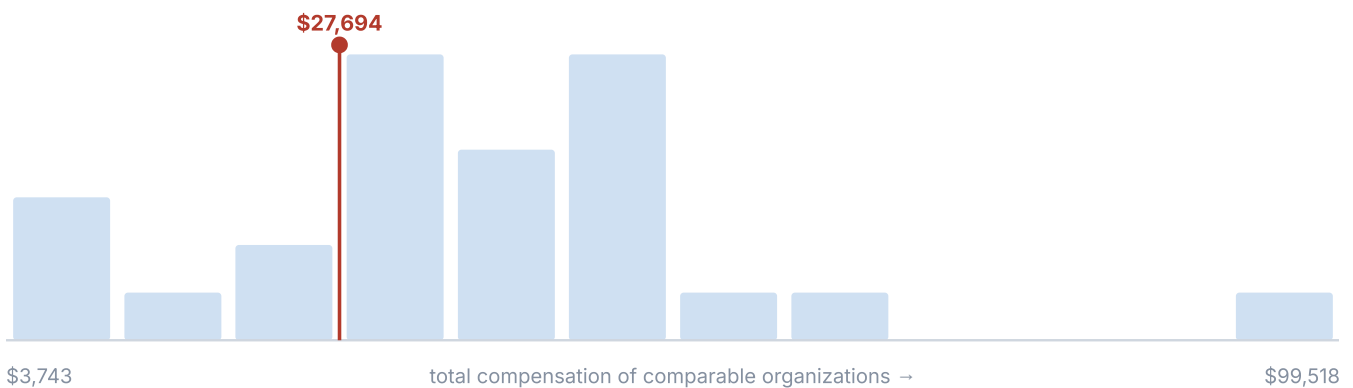
BUDGET Total revenue between \$85,829 and \$192,156 — 0.67x to 1.50x the subject's \$128,104 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,702	\$30,294	\$36,753	\$49,771	\$56,078	\$27,694
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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
Central Mn Life Care Center Inc	MN	\$123,752	Executive Di	\$17,060	\$16,386	2023
Abortion Alternatives & Crisis Pregnancy Center	TN	\$135,831	Executive Director	\$63,241	\$64,616	2023
Pittsburgh Bereavement Doulas Inc	PA	\$114,708	Executive Directordoula	\$43,050	\$41,731	2023
Pregnancy Support Center Of The Tri-cities	VA	\$112,333	Executive Director	\$32,278	\$30,294	2023
Grace Center For Maternal And	MD	\$111,549	Exec Director	\$56,813	\$51,630	2023
Family Care & Pregnancy Center	IL	\$110,476	Executive Di	\$49,905	\$46,322	2024
City Life Center Inc	MN	\$152,375	President/ceo	\$106,673	\$99,518	2024
Lifeguard	CO	\$102,866	Executive Director	\$36,632	\$33,164	2024
Journey House Pregnancy Resource Center	OK	\$154,532	Chairman	\$3,600	\$3,743	2024
Universal Chastity Education Inc	CO	\$156,404	Usa Director	\$41,671	\$36,753	2025
Top O Texas Crisis Pregnancy Center	TX	\$173,623	Executive Director	\$34,900	\$33,935	2023
Crisis Pregnancy Center Of Tracy	CA	\$174,773	Executive Director	\$59,024	\$49,542	2023
Lakewood Regional Healthcare Foundation	MN	\$180,042	Foundation Director	\$5,660	\$5,436	2023
The Pregnancy Center Of Grand	CO	\$180,378	President	\$24,000	\$22,370	2023
Pregnancy Helpline Of Three Rivers	MI	\$180,803	Executive Di	\$28,560	\$27,115	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forestville Pregnancy Center Inc	MD	\$182,474	Sonogram Tech	\$9,720	\$8,580	2024
Clarity Womens Care	IL	\$182,818	Exec Director	\$46,583	\$43,239	2024
Buena Vista Pregnancy Center	CO	\$183,965	Director	\$33,600	\$30,419	2024
Crisis Pregnancy Center Of	IN	\$184,582	Executive Di	\$36,467	\$37,381	2023
Liv Pregnancy And Women's Wellness	HI	\$184,835	Executive Director	\$60,000	\$50,718	2024
Sycamore House Pregnancy Center Of Champaign Count	OH	\$186,223	Executive Director	\$34,504	\$34,504	2024
Alphas Glory Crisis Pregnancy Center Inc	MD	\$186,229	Executive Director	\$64,971	\$59,043	2023
New Dawn Pregnancy Resource Center Inc	WI	\$189,821	Executive Director	\$49,816	\$50,571	2023
Relevant Pregnancy Options Center	IL	\$190,181	Executive Director	\$53,620	\$49,771	2024
Two Hearts Pregnancy Care Center	KY	\$190,779	Exec Director	\$33,923	\$35,427	2023

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 25 organizations. Compensation range \$3,743–\$99,518; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$128,104); for reference, expenses \$147,445 and assets \$15,108.

ROLE MATCH Sherry Radar, reported title "*SECRETARY*", 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 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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)	20 th
Reportable pay only (column D), adjusted	24 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 (Sherry Radar) 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 25 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,694 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.