

Cabarrus Women's Center Inc

Executive Director / CEO

EIN 581636395
 NC · NTEE E400
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jane Daniel, Executive Director / CEO** (\$66,330) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

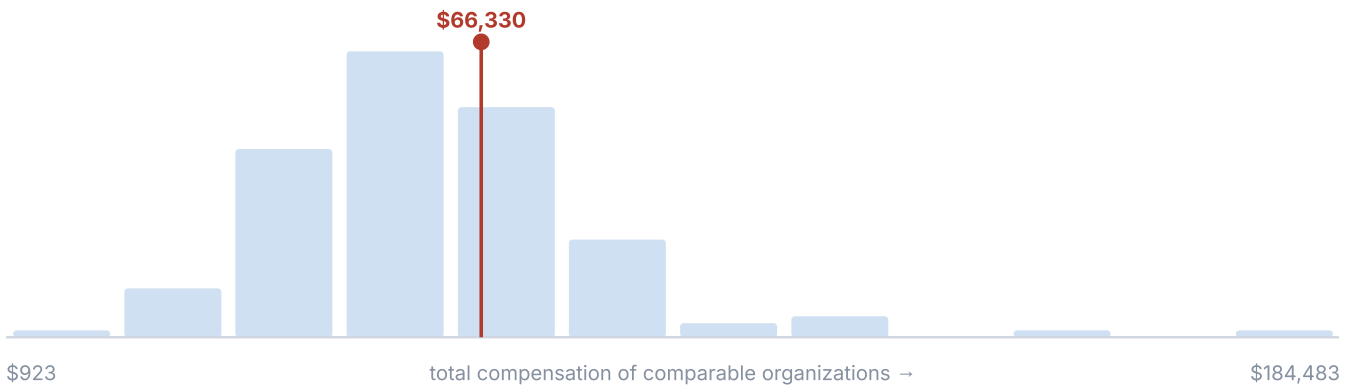
Benchmarked executive: Jane Daniel — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E400).
BUDGET	Total revenue between \$287,316 and \$643,245 — 0.67x to 1.50x the subject's \$428,830 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$35,738	\$46,478	\$57,309	\$70,556	\$81,319	\$66,330
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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 NC 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
Coastal Pregnancy Care Center	NC	\$428,493	Executive Dir.	\$55,250	\$55,250	2024
Aiken Pregnancy Care Center Inc	SC	\$430,610	Executive Director	\$45,000	\$46,776	2023
Full Circle Women's Services	TN	\$426,731	Executive Di	\$41,500	\$42,218	2024
Shenandoah County Pregnancy Center	VA	\$424,642	Executive Di	\$49,960	\$46,686	2024
Hope Center Of Livingston County	IL	\$423,149	Executive Dir.	\$43,750	\$41,627	2024
Choices Family Resource Centers Inc	FL	\$416,028	Ceo	\$48,000	\$43,641	2024
Center For Pregnancy Choices	MS	\$415,729	Executive Director	\$39,361	\$42,427	2024
Mercy Ministries	PA	\$415,201	Executive Director	\$48,510	\$48,201	2023
Wellspring Pregnancy Health Center Inc	NE	\$414,996	Executive Director	\$44,583	\$46,408	2024
Muskegon Pregnancy Services	MI	\$443,363	Executive Di	\$57,287	\$57,226	2024
We Care Pregnancy Center	IL	\$414,258	Executive Director	\$60,030	\$57,117	2024
Southside Crisis Pregnancy Center Inc	VA	\$447,961	Executive Director	\$60,743	\$56,762	2024
Alternatives Pregnancy Center Inc	IA	\$408,118	Executive Di	\$87,363	\$95,311	2023
Lc Medical And Support Services	PA	\$408,032	Executive Director	\$37,115	\$36,879	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anderson Life Crisis Pregnancy Center	SC	\$405,944	Executive Director	\$62,274	\$62,875	2024
Ujima	AR	\$403,227	Director	\$75,334	\$81,953	2024
Women's Resource Center Of Northeas	WY	\$457,254	Ceo	\$75,314	\$78,051	2024
Informed Choices	CA	\$398,833	Ceo	\$71,583	\$58,280	2025
Pathway Clinics	WA	\$398,551	Executive Directgor	\$57,587	\$51,372	2023
Life Network Of Southern Illinois	IL	\$396,134	Executive Direc	\$65,047	\$61,890	2024
Pregnancy Care Center Inc	ID	\$395,202	Executive Dir.	\$80,000	\$84,796	2023
Aaa Crisis Pregnancy Center	MI	\$394,915	Executive Director	\$70,315	\$70,240	2024
Tree Of Life A Crisis Pregnancy Center	CA	\$393,081	Executive Director	\$51,843	\$43,325	2024
Hope Pregnancy Support Center	TN	\$391,974	Executive Di	\$56,500	\$57,477	2024
Hope Life Center	IL	\$471,306	Executive Di	\$67,784	\$64,494	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 130 organizations. Compensation range \$923–\$184,483; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$428,830); for reference, expenses \$475,715 and assets \$768,150.

ROLE MATCH	Jane Daniel, 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	6 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	67 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	66 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 (Jane Daniel) 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 130 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,330 is reasonable (approximately the 67th 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.