

Next Step Pregnancy Services

Executive Director / CEO

EIN 611590547

WA · NTEE P40

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Heather Vasquez, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **186** 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

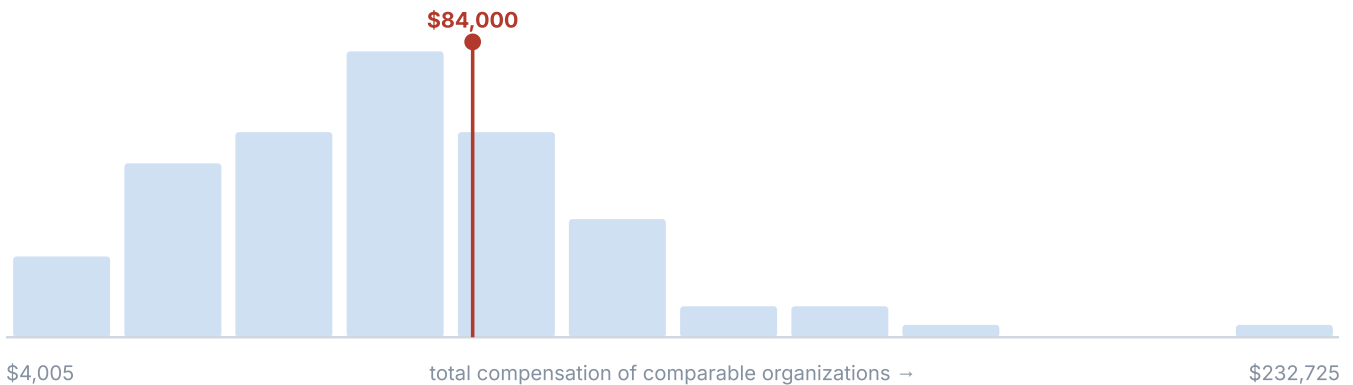
Benchmarked executive: Heather Vasquez — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$313,655 and \$702,214 — 0.67x to 1.50x the subject's \$468,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

186 organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,552	\$46,269	\$68,925	\$89,348	\$110,231	\$84,000
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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 WA 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
Many Mothers Inc	NM	\$469,456	Executive Dir	\$75,655	\$90,886	2024
Pettis County Community Partnership	MO	\$464,035	Executive Di	\$75,127	\$88,876	2024
Akwaaba Qc	IL	\$463,614	President Ceo	\$130,639	\$143,452	2024
Kansas Family Advisory Network	KS	\$472,883	Executive Director / Presi	\$85,687	\$100,730	2025
The Pregnancy & Family Life Center	FL	\$462,110	Executive Dir.	\$65,445	\$68,670	2024
Family Guidance Center Inc	NC	\$476,405	Executive Director	\$61,606	\$71,099	2024
Lighthouse Ministries Of Canton	OH	\$457,609	Executive Director	\$67,692	\$80,080	2024
Black Mothers In Power	DE	\$453,857	Director	\$90,426	\$98,895	2024
Options For Women	MO	\$453,790	Executive Di	\$63,280	\$72,931	2025
R C Blakes Ministries Incorporated	TX	\$482,829	President	\$60,000	\$67,037	2024
Pennsylvania Sibling Support Network Inc	PA	\$483,541	President	\$158,137	\$171,600	2025
Fort Smith Christian Family Servicesinc	AR	\$451,322	Executive Director	\$40,107	\$50,354	2024
Family Hope Inc	IN	\$449,562	Executive Director	\$89,960	\$105,962	2024
Family Place Of Transylvania County	NC	\$493,141	Director	\$60,000	\$71,291	2023
Pregnancy Ministries Inc	PA	\$493,795	Executive Di	\$59,045	\$65,767	2024
Show And Tell Corporation	CO	\$493,886	Executive Dir.	\$88,823	\$97,940	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vicksburg Family Development	MS	\$495,517	Director	\$53,550	\$66,615	2024
Chicks In Crisis Inc	CA	\$495,744	President & Ceo	\$105,000	\$98,659	2025
Magnolia Foundation	TN	\$440,202	Founder Ceo	\$76,154	\$89,409	2024
99 Balloons Inc	AR	\$496,340	Executive Director	\$38,491	\$48,325	2024
Salem Family Resources Success By 6	NH	\$439,466	Former Executive Director	\$68,463	\$68,788	2025
Community Early Learning Center Of The	WI	\$439,044	Executive Director	\$39,119	\$46,979	2023
Family Voices Colorado Inc	CO	\$438,591	Executive Di	\$78,780	\$86,866	2023
Family Renewal Project	KY	\$438,453	Counselor	\$60,000	\$72,000	2024
Silicon Valley Jiaren Association	CA	\$497,896	President	\$80,329	\$79,764	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 186 organizations. Compensation range \$4,005–\$232,725; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$468,143); for reference, expenses \$441,888 and assets \$2,060,257.

ROLE MATCH Heather Vasquez, reported title *"Executive Dir."*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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)	77 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	65 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 (Heather Vasquez) 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 13, 2026, comparing compensation against 186 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 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 13, 2026.