

# First Choice Pregnancy Center Inc

Executive Director / CEO

EIN 731521230  
 OK · NTEE E400  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Tessa Stotts, Executive Director / CEO** (\$55,700) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Tessa Stotts — 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 (E400).
BUDGET	Total revenue between \$162,346 and \$363,462 — 0.67x to 1.50x the subject's \$242,308 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

**112** organizations qualified on sector, size, and geography → **112** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,658	\$33,132	\$44,978	\$53,700	\$64,609	\$55,700
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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 OK 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="#">Crisis Pregnancy Center Of Char-em Inc</a>	MI	\$242,438	Executive Director	\$65,000	<b>\$62,729</b>	2023
<a href="#">Hope Pregnancy And Resource Center</a>	IL	\$239,100	Executive Director	\$14,400	<b>\$12,857</b>	2024
<a href="#">Rum River Life Choices Center</a>	MN	\$245,906	Director	\$38,154	<b>\$34,238</b>	2024
<a href="#">Womens Resource Clinic</a>	CA	\$246,001	Secretary	\$73,975	<b>\$59,724</b>	2023
<a href="#">Philadelphia Midwife Collective</a>	PA	\$237,777	Executive Director	\$45,192	<b>\$40,928</b>	2024
<a href="#">Vision For Life - Pittsburgh</a>	PA	\$247,848	Executive Director	\$2,700	<b>\$2,518</b>	2023
<a href="#">Life Choices Crisis Pregnancy Supp</a>	TN	\$248,853	Executive Director	\$49,478	<b>\$46,014</b>	2025
<a href="#">Compassion Pregnancy Center And Clinic</a>	CA	\$235,207	Director	\$64,733	<b>\$50,763</b>	2024
<a href="#">Conejo Valley Womens Resource Center</a>	CA	\$235,156	Executive Dir.	\$62,156	<b>\$50,182</b>	2023
<a href="#">Pregnancy Care Center Of Carbon County</a>	PA	\$233,606	Director	\$25,311	<b>\$22,923</b>	2024
<a href="#">Pregnancy Care Center Inc</a>	NC	\$252,096	Executive Di	\$10,384	<b>\$9,744</b>	2024
<a href="#">Borger Area Crisis Pregnancy Center Inc</a>	TX	\$229,826	Exec. Director	\$39,038	<b>\$35,464</b>	2024
<a href="#">Pregnancy Hope Center</a>	OR	\$254,929	Exec. Direct	\$42,672	<b>\$35,988</b>	2024
<a href="#">Choices Pregnancy Center</a>	MN	\$229,544	Exec Director	\$37,911	<b>\$34,020</b>	2024
<a href="#">Life Choices Resource Center</a>	MI	\$255,579	Executive Di	\$68,844	<b>\$64,532</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Coast Pregnancy Clinic</a>	OR	\$228,269	Executive Director	\$42,417	<b>\$36,830</b>	2023
<a href="#">New Family Life Services</a>	WA	\$258,169	Executive Dir.	\$28,704	<b>\$24,028</b>	2023
<a href="#">Pregnancy Resource Center Of Gp</a>	TX	\$226,146	Executive Director	\$45,000	<b>\$40,880</b>	2024
<a href="#">The Eden Clinic Inc</a>	OK	\$226,043	Executive Director	\$21,487	<b>\$21,487</b>	2024
<a href="#">Pregnancy Center Of Bryan County Inc</a>	OK	\$225,308	Asst Director	\$24,933	<b>\$24,933</b>	2024
<a href="#">Lifeline Pregnancy Care Center Inc</a>	PA	\$260,474	Center Director	\$43,823	<b>\$39,688</b>	2024
<a href="#">Upward Bound Community Development Corporation</a>	TX	\$223,854	Director	\$48,000	<b>\$43,605</b>	2024
<a href="#">Charis Pregnancy Help Center Inc</a>	WI	\$221,085	Executive Director	\$36,800	<b>\$34,903</b>	2024
<a href="#">Hope Womens Center Inc</a>	SC	\$263,818	Director	\$22,000	<b>\$20,843</b>	2024
<a href="#">Pregnancy Care Center Of High Point</a>	NC	\$220,043	Executive Director	\$51,280	<b>\$48,119</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 112 organizations. Compensation range \$2,518–\$218,914; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$242,308); for reference, expenses \$239,260 and assets \$396,356.
ROLE MATCH	Tessa Stotts, reported title " <i>Executive Dir.</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	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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	76 <sup>th</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 (Tessa Stotts) 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 112 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,700 is reasonable (approximately the 77<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.