

Abc Pregnancy Resource Center Inc

Executive Director / CEO

EIN 753052465

LA · NTEE P47

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Becky Girola, Executive Director / CEO** (\$25,000) against the **2000** closest of **3,860** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Becky Girola — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P47).
BUDGET	Total revenue between \$311,101 and \$696,496 — 0.67x to 1.50x the subject's \$464,331 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,860 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$16,909	\$37,652	\$55,829	\$75,176	\$96,001	\$25,000
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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 LA 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
The Women's Institute Of Houston	TX	\$464,343	Executive Director	\$71,833	\$63,573	2025
The Community Service Center Of Northern Champaign County Inc	IL	\$464,374	Executive Director	\$62,118	\$55,460	2024
Rockford Day Nursery	IL	\$464,385	Executive Director (Thru May 2023)	\$61,685	\$56,700	2023
Live Love Outreach	WA	\$464,251	Director	\$31,020	\$25,966	2023
Pdx Diaper Bank	OR	\$464,235	Executive Director	\$44,280	\$37,344	2024
Compassionate Sharing Inc	OK	\$464,459	Director	\$31,500	\$32,430	2023
Madison County Elderly Services Inc	IA	\$464,189	Executive Director	\$66,893	\$64,802	2025
Heartspace Kids Inc	CO	\$464,476	President And Ceo	\$87,563	\$76,251	2024
New Sharon Community Child Care Center	IA	\$464,511	Exec Director	\$51,704	\$51,413	2024
Washtenaw Care-based Safety	MI	\$464,147	Co-director	\$112,800	\$105,735	2024
Kiddie Korner Child Development	PA	\$464,569	Executive Director	\$67,654	\$61,270	2024
Heidis Promise	WA	\$464,089	President Director	\$82,002	\$66,674	2024
East Cleveland Neighborhood Center	OH	\$464,074	Exec Directo	\$65,000	\$64,369	2023
Inter-church Council Of Greater	MA	\$464,599	Director	\$87,721	\$71,587	2024
Alabama Blackbelt Scholars Inc	AL	\$464,056	Executive Director	\$42,331	\$41,531	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Milestone Community Developmen	MN	\$464,045	Executive Dr	\$89,048	\$79,908	2024
Pettis County Community Partnership	MO	\$464,035	Executive Di	\$75,127	\$72,263	2024
Kings Daughters Ministry	NC	\$464,639	President Founder	\$12,000	\$11,593	2023
Cameron Road Daycare Inc	WI	\$463,965	President	\$51,734	\$49,067	2024
Bread For Life Community Food Pantry Inc	VA	\$464,706	Executive Director	\$15,000	\$13,153	2024
Ignis Community Inc - Sunyang Hana	TX	\$464,774	Us Operations Manager & Secretary	\$23,671	\$21,504	2024
Open Arms Of Blue Ridge Inc	GA	\$464,823	Executive Director	\$50,000	\$47,005	2023
American Association Of Adapted Sports	GA	\$463,772	Executive Dir.	\$109,894	\$100,348	2024
Blackhawk Learning Connection	IL	\$463,727	Executive Director	\$56,484	\$51,919	2023
Blind Service Association Inc	IL	\$463,722	Executive Director	\$98,366	\$90,417	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 2000 organizations. Compensation range \$234–\$501,962; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$464,331); for reference, expenses \$218,758 and assets \$1,840,198. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Becky Girola, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	129 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	51 peers fall outside 1.5x 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	12 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 (Becky Girola) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 15th 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.