

# Community Pregnancy Center Of Pasadena

Executive Director / CEO

EIN 760120799

TX · NTEE E400

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Roberta Zamminer, Executive Director / CEO** (\$56,392) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Roberta Zamminer — 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).

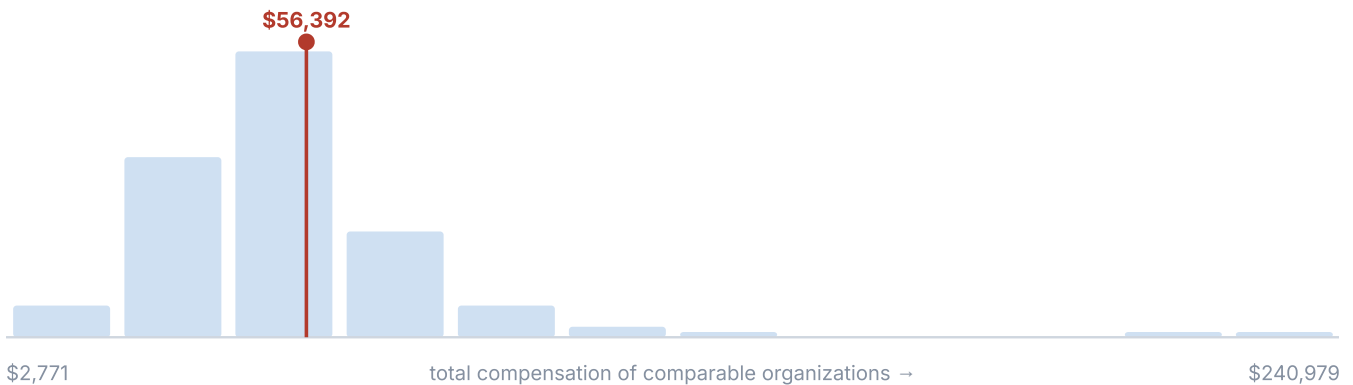
**BUDGET** Total revenue between \$182,686 and \$409,000 — 0.67x to 1.50x the subject's \$272,667 (the band tightens as size grows).

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

**125** organizations qualified on sector, size, and geography

→ **125** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,585	\$38,421	\$51,700	\$62,259	\$76,243	\$56,392
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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 TX 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="#">Ramona Crisis Pregnancy Center</a>	CA	\$272,722	Secretary/executive Director	\$72,312	<b>\$64,266</b>	2023
<a href="#">In His Hands Life Ministry Inc</a>	NC	\$273,233	Executive Di	\$28,998	<b>\$29,953</b>	2024
<a href="#">Breath Of Life Inc</a>	FL	\$273,391	Secretary	\$256,598	<b>\$240,979</b>	2024
<a href="#">Life Is For Eternity Pregnancy Center</a>	OH	\$271,409	Director Of Center	\$32,619	<b>\$35,557</b>	2023
<a href="#">Central Coast Pregnancy Center</a>	CA	\$270,358	Executive Dir.	\$55,382	<b>\$49,220</b>	2023
<a href="#">Pregnancy Resource Center Of Flint</a>	MI	\$276,192	Executive Director	\$61,530	<b>\$63,490</b>	2024
<a href="#">First Step Pregnancy Center Inc</a>	VT	\$267,888	Executive Dir.	\$31,121	<b>\$31,314</b>	2024
<a href="#">Women's Health Services Inc</a>	AL	\$265,959	Vice President	\$120,000	<b>\$133,428</b>	2023
<a href="#">Pregnancy Help Center Of Chesterfield</a>	VA	\$265,848	Executive Director	\$39,024	<b>\$37,668</b>	2024
<a href="#">Life House Crisis Pregnancy Center Inc</a>	KY	\$280,638	Executive Director	\$48,972	<b>\$52,598</b>	2024
<a href="#">Hope Womens Center Inc</a>	SC	\$263,818	Director	\$22,000	<b>\$22,944</b>	2024
<a href="#">Abc Life Center Inc</a>	PA	\$283,897	Executive Director	\$47,904	<b>\$47,757</b>	2024
<a href="#">Womens Enrichment Center</a>	SC	\$284,238	Executive Director	\$55,000	<b>\$59,055</b>	2023
<a href="#">Lifeline Pregnancy Care Center Inc</a>	PA	\$260,474	Center Director	\$43,823	<b>\$43,688</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pregnancy Care Services Inc</a>	OR	\$284,971	Executive Director	\$57,660	<b>\$53,530</b>	2024
<a href="#">Pregnancy Resource Center Inc</a>	OR	\$286,269	Executive Dir.	\$59,321	<b>\$55,072</b>	2024
<a href="#">New Family Life Services</a>	WA	\$258,169	Executive Dir.	\$28,704	<b>\$26,450</b>	2023
<a href="#">Life Choices Resource Center</a>	MI	\$255,579	Executive Di	\$68,844	<b>\$71,036</b>	2024
<a href="#">Pregnancy Hope Center</a>	OR	\$254,929	Exec. Direct	\$42,672	<b>\$39,615</b>	2024
<a href="#">Pregnancy Care Center Inc</a>	NC	\$252,096	Executive Di	\$10,384	<b>\$10,726</b>	2024
<a href="#">Breath Of Life Maternity Ministries</a>	TX	\$294,253	Executive Director	\$57,350	<b>\$57,350</b>	2024
<a href="#">Life Choices Crisis Pregnancy Supp</a>	TN	\$248,853	Executive Director	\$49,478	<b>\$50,652</b>	2025
<a href="#">Vision For Life - Pittsburgh</a>	PA	\$247,848	Executive Director	\$2,700	<b>\$2,771</b>	2023
<a href="#">Womens Resource Clinic</a>	CA	\$246,001	Secretary	\$73,975	<b>\$65,744</b>	2023
<a href="#">Rum River Life Choices Center</a>	MN	\$245,906	Director	\$38,154	<b>\$37,689</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 125 organizations. Compensation range \$2,771–\$240,979; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$272,667); for reference, expenses \$304,877 and assets \$567,658.
ROLE MATCH	Roberta Zamminer, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Roberta Zamminer) 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 125 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,392 is reasonable (approximately the 62<sup>nd</sup> 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.