

Adria Womens Health

Executive Director / CEO

EIN 760386986

TX · NTEE E400

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carey Donnelly, Executive Director / CEO** (\$50,465) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

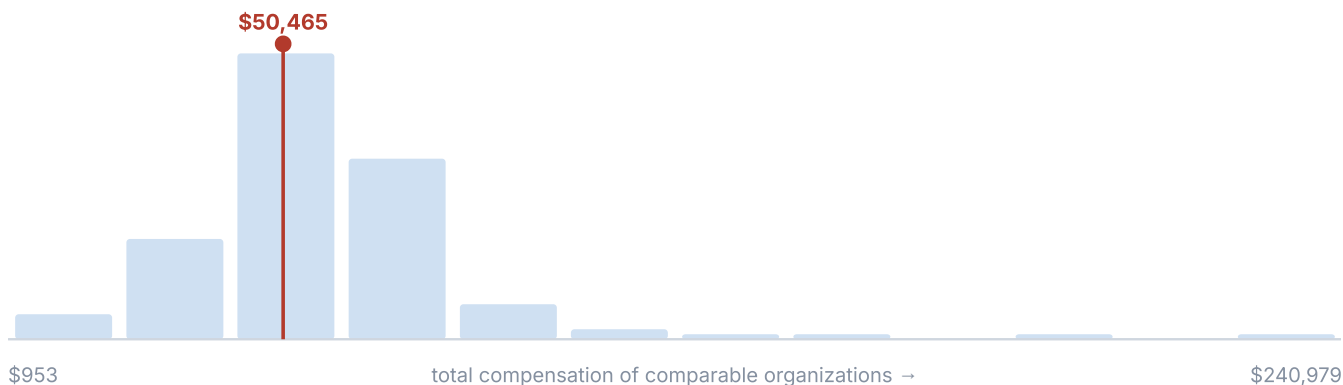
Benchmarked executive: Carey Donnelly — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E400).
BUDGET	Total revenue between \$232,340 and \$520,165 — 0.67x to 1.50x the subject's \$346,777 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

131 organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,314	\$44,597	\$57,042	\$68,237	\$80,622	\$50,465
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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
Crisis Pregnancy Center Of Tehachapi	CA	\$347,709	Member	\$66,320	\$57,250	2024
Next Step Resources Center	TN	\$347,840	Director/president	\$64,348	\$67,618	2024
Warrenton Pregnancy Center	VA	\$347,928	Executive Di	\$87,002	\$86,459	2023
Alpha Clinics	CA	\$348,509	Executive Dir.	\$79,944	\$69,010	2024
Life Care Center For Women Inc	KS	\$351,103	Executive Director	\$31,796	\$34,340	2024
River Region Pregnancy Center	AL	\$351,310	Executive Director	\$58,905	\$63,617	2024
Center For Client Safety Inc	KY	\$341,632	Executive Director And Secy	\$64,427	\$71,241	2023
Reach Out Pregnancy Center Inc	OH	\$353,789	Former Director	\$58,800	\$62,259	2024
Plateau Pregnancy Services	TN	\$339,286	Exec Director / Vice Chr	\$70,044	\$73,603	2024
Aspire Together Inc	VT	\$354,538	Executive Di	\$69,120	\$69,549	2024
Pregnancy Resource Services	WA	\$338,048	Executive Director	\$40,238	\$35,086	2025
Crisis Pregnancy Center	CA	\$355,822	Executive Director	\$64,930	\$57,705	2023
Care Women's Center	NH	\$358,133	Center Direc	\$61,796	\$57,042	2024
Mend Medical Services Inc	OK	\$359,144	Executive Director	\$53,500	\$60,632	2023
Tender Care Pregnancy	PA	\$359,369	Executive Di	\$56,336	\$57,822	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Laurel Pregnancy Center Inc	MD	\$361,253	Executive Director	\$42,232	\$40,636	2023
Teddy Bear Den	SD	\$331,949	Executive Di	\$98,262	\$108,412	2024
Care Pregnancy Center Of Tulare	CA	\$361,615	Executive Dir.	\$67,167	\$57,981	2024
Howard County Pregnancy Center	MD	\$361,723	Operations Director	\$66,223	\$61,893	2024
Loving Arms - A Crisis Pregnancy Center	IL	\$362,218	Executive Director	\$58,588	\$59,282	2023
The Bridge To Life Inc	NY	\$362,931	Executive Director	\$86,349	\$78,003	2024
Elsinore Valley Pregnancy Resource Center	CA	\$330,332	Executive Director	\$33,000	\$28,487	2024
Pregnancy Care Center Of Southeast Texas	TX	\$330,081	Executive Director	\$51,700	\$51,700	2024
Gianna Center Of Philadelphia	PA	\$327,770	Medical Doctor	\$36,400	\$36,288	2024
Care Net Pregnancy Center	NY	\$366,788	Executive Director	\$46,346	\$43,103	2023

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.

Sample, role match & sensitivity

PEER COUNT	131 organizations. Compensation range \$953–\$240,979; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$346,777); for reference, expenses \$380,852 and assets \$273,136.

ROLE MATCH	Carey Donnelly, 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	8 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	36 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 (Carey Donnelly) 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 131 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,465 is reasonable (approximately the 37th 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.