

# Central Coast Pregnancy Center

Executive Director / CEO

EIN 770252873  
 CA · NTEE E400  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Christina Soltan, Executive Director / CEO** (\$55,382) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

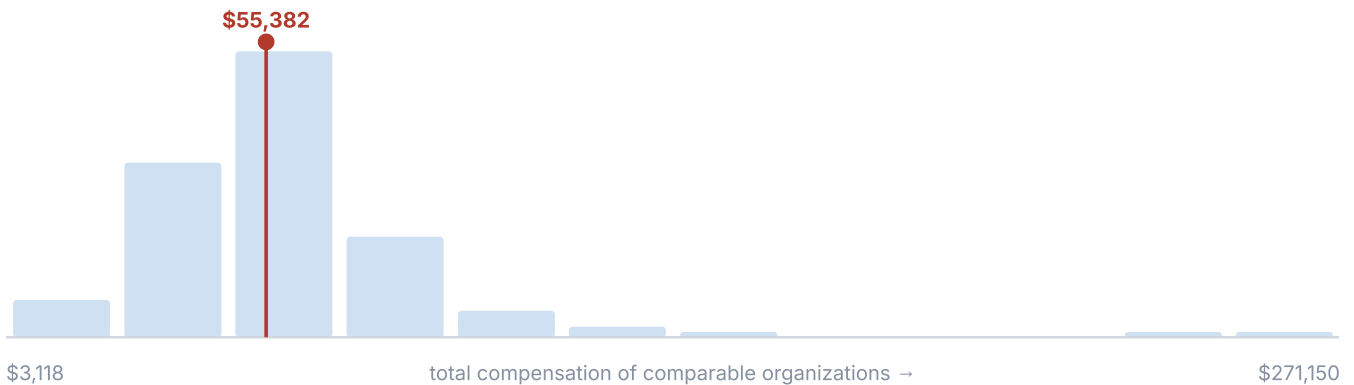
**Benchmarked executive:** Christina Soltan — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (E400).   |
| BUDGET    | Total revenue between \$181,139 and \$405,537 — 0.67x to 1.50x the subject's \$270,358 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.  |

**123** organizations qualified on sector, size, and geography → **123** within the band from the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |          |          |
|----------|----------|----------|----------|----------|----------|
| \$31,117 | \$42,819 | \$58,173 | \$69,461 | \$82,582 | \$55,382 |
|----------|----------|----------|----------|----------|----------|



## ■ 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 CA 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="#">Life Is For Eternity Pregnancy Center</a>  | OH    | \$271,409 | Director Of Center           | \$32,619        | <b>\$40,010</b>  | 2023 |
| <a href="#">Community Pregnancy Center Of Pasadena</a> | TX    | \$272,667 | Executive Director           | \$56,392        | <b>\$63,452</b>  | 2024 |
| <a href="#">Ramona Crisis Pregnancy Center</a>         | CA    | \$272,722 | Secretary/executive Director | \$72,312        | <b>\$72,312</b>  | 2023 |
| <a href="#">First Step Pregnancy Center Inc</a>        | VT    | \$267,888 | Executive Dir.               | \$31,121        | <b>\$35,235</b>  | 2024 |
| <a href="#">In His Hands Life Ministry Inc</a>         | NC    | \$273,233 | Executive Di                 | \$28,998        | <b>\$33,703</b>  | 2024 |
| <a href="#">Breath Of Life Inc</a>                     | FL    | \$273,391 | Secretary                    | \$256,598       | <b>\$271,150</b> | 2024 |
| <a href="#">Women's Health Services Inc</a>            | AL    | \$265,959 | Vice President               | \$120,000       | <b>\$150,133</b> | 2023 |
| <a href="#">Pregnancy Help Center Of Chesterfield</a>  | VA    | \$265,848 | Executive Director           | \$39,024        | <b>\$42,383</b>  | 2024 |
| <a href="#">Pregnancy Resource Center Of Flint</a>     | MI    | \$276,192 | Executive Director           | \$61,530        | <b>\$71,439</b>  | 2024 |
| <a href="#">Hope Womens Center Inc</a>                 | SC    | \$263,818 | Director                     | \$22,000        | <b>\$25,817</b>  | 2024 |
| <a href="#">Lifeline Pregnancy Care Center Inc</a>     | PA    | \$260,474 | Center Director              | \$43,823        | <b>\$49,158</b>  | 2024 |
| <a href="#">Life House Crisis Pregnancy Center Inc</a> | KY    | \$280,638 | Executive Director           | \$48,972        | <b>\$59,183</b>  | 2024 |
| <a href="#">New Family Life Services</a>               | WA    | \$258,169 | Executive Dir.               | \$28,704        | <b>\$29,761</b>  | 2023 |
| <a href="#">Abc Life Center Inc</a>                    | PA    | \$283,897 | Executive Director           | \$47,904        | <b>\$53,736</b>  | 2024 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE      | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|---|-------|-----------|--------------------|-----------------|-----------------|------|
| <a href="#">Womens Enrichment Center</a>            | SC    | \$284,238 | Executive Director | \$55,000        | <b>\$66,448</b> | 2023 |
| <a href="#">Pregnancy Care Services Inc</a>         | OR    | \$284,971 | Executive Director | \$57,660        | <b>\$60,232</b> | 2024 |
| <a href="#">Life Choices Resource Center</a>        | MI    | \$255,579 | Executive Di       | \$68,844        | <b>\$79,930</b> | 2024 |
| <a href="#">Pregnancy Hope Center</a>               | OR    | \$254,929 | Exec. Direct       | \$42,672        | <b>\$44,575</b> | 2024 |
| <a href="#">Pregnancy Resource Center Inc</a>       | OR    | \$286,269 | Executive Dir.     | \$59,321        | <b>\$61,967</b> | 2024 |
| <a href="#">Pregnancy Care Center Inc</a>           | NC    | \$252,096 | Executive Di       | \$10,384        | <b>\$12,069</b> | 2024 |
| <a href="#">Life Choices Crisis Pregnancy Supp</a>  | TN    | \$248,853 | Executive Director | \$49,478        | <b>\$56,994</b> | 2025 |
| <a href="#">Vision For Life - Pittsburgh</a>        | PA    | \$247,848 | Executive Director | \$2,700         | <b>\$3,118</b>  | 2023 |
| <a href="#">Breath Of Life Maternity Ministries</a> | TX    | \$294,253 | Executive Director | \$57,350        | <b>\$64,531</b> | 2024 |
| <a href="#">Womens Resource Clinic</a>              | CA    | \$246,001 | Secretary          | \$73,975        | <b>\$73,975</b> | 2023 |
| <a href="#">Rum River Life Choices Center</a>       | MN    | \$245,906 | Director           | \$38,154        | <b>\$42,407</b> | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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 **123** organizations. Compensation range \$3,118–\$271,150; filing years 2023–2025.

|            |  |
|------------|--|
| SIZE BASIS | Matched on total revenue (\$270,358); for reference, expenses \$228,206 and assets \$506,740.  |
| ROLE MATCH | Christina Soltan, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| 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 | 46 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 58 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 46 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 46 <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 (Christina Soltan) 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 123 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,382 is reasonable (approximately the 46<sup>th</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.