

Pregnancy Care Center Inc

Executive Director / CEO

EIN 820415093
 ID · NTEE E400
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Christine King, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **135** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

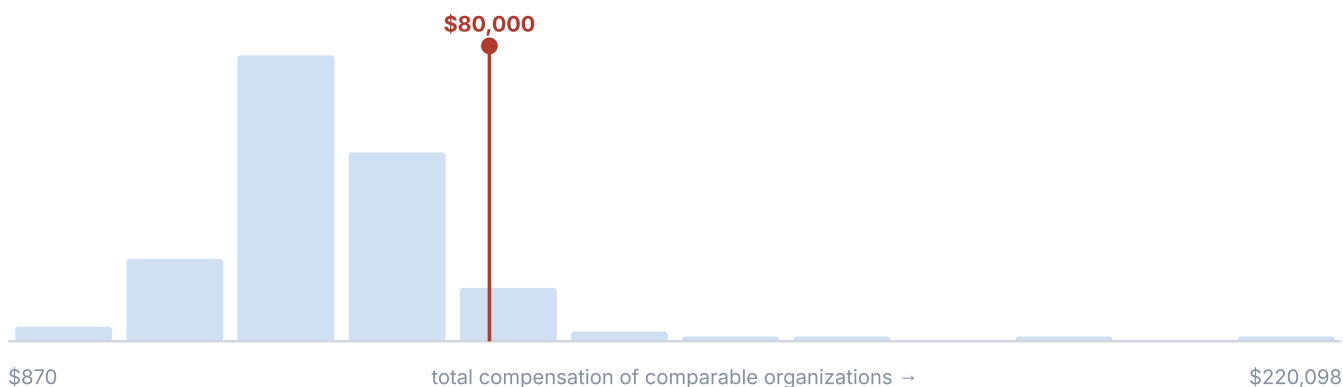
Benchmarked executive: Christine King — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E400).
BUDGET	Total revenue between \$264,785 and \$592,803 — 0.67x to 1.50x the subject's \$395,202 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

135 organizations qualified on sector, size, and geography → **135** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,218	\$42,634	\$52,957	\$63,913	\$75,550	\$80,000
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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 ID 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
Aaa Crisis Pregnancy Center	MI	\$394,915	Executive Director	\$70,315	\$66,268	2024
Life Network Of Southern Illinois	IL	\$396,134	Executive Direc	\$65,047	\$58,390	2024
Tree Of Life A Crisis Pregnancy Center	CA	\$393,081	Executive Director	\$51,843	\$40,875	2024
Hope Pregnancy Support Center	TN	\$391,974	Executive Di	\$56,500	\$54,226	2024
Pathway Clinics	WA	\$398,551	Executive Directgor	\$57,587	\$48,466	2023
Informed Choices	CA	\$398,833	Ceo	\$71,583	\$54,984	2025
Ujima	AR	\$403,227	Director	\$75,334	\$77,318	2024
Women's Resource Center Of	IN	\$384,874	Exec. Dir.	\$61,901	\$59,603	2024
Anderson Life Crisis Pregnancy Center	SC	\$405,944	Executive Director	\$62,274	\$59,319	2024
Lc Medical And Support Services	PA	\$408,032	Executive Director	\$37,115	\$34,793	2023
Alternatives Pregnancy Center Inc	IA	\$408,118	Executive Di	\$87,363	\$89,921	2023
Grayson Co Crisis Pregnancy Center	TX	\$380,922	Executive Director	\$58,923	\$55,407	2023
Crisis Pregnancy Center Of South Jersey Inc	NJ	\$378,608	Executive Director	\$57,410	\$46,802	2024
We Care Pregnancy Center	IL	\$414,258	Executive Director	\$60,030	\$53,886	2024
Wellspring Pregnancy Health Center Inc	NE	\$414,996	Executive Director	\$44,583	\$43,783	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mercy Ministries	PA	\$415,201	Executive Director	\$48,510	\$45,475	2023
Columbia Gorge Pregnancy Resource	OR	\$374,761	Executive Di	\$50,000	\$42,397	2024
Center For Pregnancy Choices	MS	\$415,729	Executive Director	\$39,361	\$40,028	2024
Choices Family Resource Centers Inc	FL	\$416,028	Ceo	\$48,000	\$41,172	2024
St Petersburg Pregnancy Center	FL	\$374,118	Ceo	\$87,614	\$75,151	2024
Options Now	IL	\$373,749	Executive Director	\$48,929	\$42,789	2025
Pregnancy Resource Center Inc	CO	\$370,866	Executive Director	\$44,928	\$39,335	2024
Hope Center Of Livingston County	IL	\$423,149	Executive Dir.	\$43,750	\$39,272	2024
Care Net Pregnancy Center	NY	\$366,788	Executive Director	\$46,346	\$39,368	2023
Shenandoah County Pregnancy Center	VA	\$424,642	Executive Di	\$49,960	\$44,045	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 **135** organizations. Compensation range \$870–\$220,098; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$395,202); for reference, expenses \$420,597 and assets \$641,711.
ROLE MATCH	Christine King, 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	7 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	93 rd
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	92 nd

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 (Christine King) 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 135 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 93rd 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.