

# Warrenton Pregnancy Center

Executive Director / CEO

This analysis benchmarks the total compensation of **Patrick Novecosky, Executive Director / CEO** (\$87,002) 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 **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

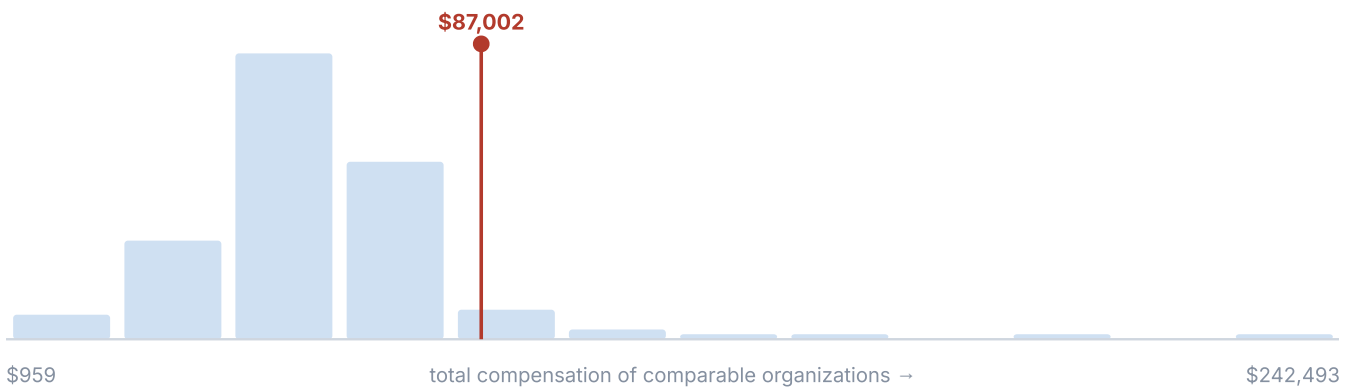
**Benchmarked executive:** Patrick Novecosky — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E40).
BUDGET	Total revenue between \$233,111 and \$521,892 — 0.67x to 1.50x the subject's \$347,928 (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



\$31,511	\$44,877	\$56,746	\$68,215	\$80,919	<b>\$87,002</b>
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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 VA 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="#">Next Step Resources Center</a>	TN	\$347,840	Director/president	\$64,348	<b>\$68,043</b>	2024
<a href="#">Crisis Pregnancy Center Of Tehachapi</a>	CA	\$347,709	Member	\$66,320	<b>\$57,609</b>	2024
<a href="#">Alpha Clinics</a>	CA	\$348,509	Executive Dir.	\$79,944	<b>\$69,444</b>	2024
<a href="#">Adria Womens Health</a>	TX	\$346,777	Executive Director	\$50,465	<b>\$50,782</b>	2024
<a href="#">Life Care Center For Women Inc</a>	KS	\$351,103	Executive Director	\$31,796	<b>\$34,556</b>	2024
<a href="#">River Region Pregnancy Center</a>	AL	\$351,310	Executive Director	\$58,905	<b>\$64,017</b>	2024
<a href="#">Reach Out Pregnancy Center Inc</a>	OH	\$353,789	Former Director	\$58,800	<b>\$62,650</b>	2024
<a href="#">Center For Client Safety Inc</a>	KY	\$341,632	Executive Director And Secy	\$64,427	<b>\$71,688</b>	2023
<a href="#">Aspire Together Inc</a>	VT	\$354,538	Executive Di	\$69,120	<b>\$69,987</b>	2024
<a href="#">Crisis Pregnancy Center</a>	CA	\$355,822	Executive Director	\$64,930	<b>\$58,068</b>	2023
<a href="#">Plateau Pregnancy Services</a>	TN	\$339,286	Exec Director / Vice Chr	\$70,044	<b>\$74,065</b>	2024
<a href="#">Pregnancy Resource Services</a>	WA	\$338,048	Executive Director	\$40,238	<b>\$35,306</b>	2025
<a href="#">Care Women's Center</a>	NH	\$358,133	Center Direc	\$61,796	<b>\$57,401</b>	2024
<a href="#">Mend Medical Services Inc</a>	OK	\$359,144	Executive Director	\$53,500	<b>\$61,013</b>	2023
<a href="#">Tender Care Pregnancy</a>	PA	\$359,369	Executive Di	\$56,336	<b>\$58,185</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Laurel Pregnancy Center Inc</a>	MD	\$361,253	Executive Director	\$42,232	<b>\$40,892</b>	2023
<a href="#">Care Pregnancy Center Of Tulare</a>	CA	\$361,615	Executive Dir.	\$67,167	<b>\$58,345</b>	2024
<a href="#">Howard County Pregnancy Center</a>	MD	\$361,723	Operations Director	\$66,223	<b>\$62,282</b>	2024
<a href="#">Loving Arms - A Crisis Pregnancy Center</a>	IL	\$362,218	Executive Director	\$58,588	<b>\$59,654</b>	2023
<a href="#">The Bridge To Life Inc</a>	NY	\$362,931	Executive Director	\$86,349	<b>\$78,494</b>	2024
<a href="#">Teddy Bear Den</a>	SD	\$331,949	Executive Di	\$98,262	<b>\$109,093</b>	2024
<a href="#">Elsinore Valley Pregnancy Resource Center</a>	CA	\$330,332	Executive Director	\$33,000	<b>\$28,666</b>	2024
<a href="#">Pregnancy Care Center Of Southeast Texas</a>	TX	\$330,081	Executive Director	\$51,700	<b>\$52,025</b>	2024
<a href="#">Care Net Pregnancy Center</a>	NY	\$366,788	Executive Director	\$46,346	<b>\$43,374</b>	2023
<a href="#">Gianna Center Of Philadelphia</a>	PA	\$327,770	Medical Doctor	\$36,400	<b>\$36,516</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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** 131 organizations. Compensation range \$959–\$242,493; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$347,928); for reference, expenses \$332,352 and assets \$291,425.

ROLE MATCH	Patrick Novecosky, reported title "EXECUTIVE DI", 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</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 (Patrick Novecosky) 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 \$87,002 is reasonable (approximately the 94<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.