

# Adirondack Pregnancy Center Inc

Executive Director / CEO

EIN 843234575

NY · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Hunt, Executive Director / CEO** (\$42,400) against **every comparable organization** that fit the selection criteria — **299** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jennifer Hunt — reported title “AT LARGE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

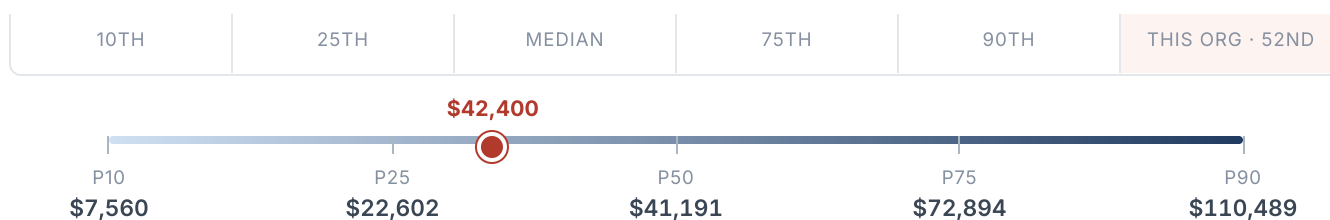
SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$89,343 and \$200,023 — 0.67x to 1.50x the subject's \$133,349 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

**299** organizations qualified on sector, size, and geography → **299** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,560	\$22,602	\$41,191	\$72,894	\$110,489	\$42,400
---------	----------	----------	----------	-----------	----------



## ■ 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 NY 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="#">Friends Of The Bridegroom Inc</a>	OH	\$133,642	President	\$228,622	<b>\$267,971</b>	2024
<a href="#">Doug Holliday Ministries Inc</a>	FL	\$132,813	President	\$54,000	<b>\$57,797</b>	2023
<a href="#">Joel Hitchcock Ministries Inc</a>	DE	\$133,917	President	\$54,312	<b>\$58,852</b>	2024
<a href="#">Biblical School Of World Evangelism</a>	OH	\$134,689	President	\$31,325	<b>\$36,716</b>	2024
<a href="#">Arts And Entertainment Ministries</a>	CA	\$131,574	President	\$71,190	<b>\$68,029</b>	2024
<a href="#">Empty Tomb Ministries</a>	CO	\$131,438	Director	\$114,000	<b>\$117,852</b>	2025
<a href="#">Grace For Glory Global Ministries I</a>	FL	\$135,366	President	\$4,500	<b>\$4,817</b>	2023
<a href="#">Danny Forshee Evangelistic</a>	TX	\$131,143	Chairman	\$37,492	<b>\$42,729</b>	2023
<a href="#">The Keshar Project</a>	IL	\$135,655	President	\$101,600	<b>\$110,538</b>	2024
<a href="#">North Fryeburg Community Chapel</a>	ME	\$130,643	Director/minister	\$23,400	<b>\$25,930</b>	2024
<a href="#">Off The Chain Ministries Inc</a>	FL	\$130,564	Director/president	\$30,000	<b>\$33,426</b>	2022
<a href="#">The Ezra Project Inc</a>	CO	\$136,449	President	\$53,100	<b>\$56,347</b>	2024
<a href="#">Lift Jesus Higher Fellowship Inc</a>	NY	\$136,640	Presiding Officer	\$40,000	<b>\$40,000</b>	2024
<a href="#">Shepherds Rest Ministries Inc</a>	GA	\$136,653	President	\$36,536	<b>\$40,654</b>	2024
<a href="#">Coffee Connection Inc</a>	KS	\$136,665	Employee	\$32,490	<b>\$39,991</b>	2023
<a href="#">Global Opportunities For Christinc</a>	VA	\$129,833	President	\$6,000	<b>\$6,411</b>	2024
<a href="#">Rock Builders Christian Ministries</a>	CA	\$137,009	President	\$23,250	<b>\$22,218</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Neshama Center</a>	CO	\$129,519	Executive Director	\$199,331	<b>\$217,767</b>	2023
<a href="#">Capilla De Gracia</a>	CA	\$128,712	President	\$600	<b>\$591</b>	2023
<a href="#">Mary James Ministries Inc</a>	CA	\$137,998	President	\$50,000	<b>\$49,191</b>	2023
<a href="#">Gifting Grace Project Inc</a>	LA	\$128,483	Director	\$36,038	<b>\$45,211</b>	2023
<a href="#">Tandem Spirituality</a>	NC	\$127,979	President	\$93,203	<b>\$106,574</b>	2024
<a href="#">Genon Ministries Inc</a>	PA	\$138,944	Executive Di	\$45,162	<b>\$51,313</b>	2023
<a href="#">Episcopal Network For Stewardship Inc</a>	CA	\$139,464	Executive Director	\$61,200	<b>\$60,210</b>	2023
<a href="#">Invade Transitional Home And Ministries</a>	AR	\$139,478	Chariman	\$22,017	<b>\$27,388</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	299 organizations. Compensation range \$1–\$523,750; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$133,349); for reference, expenses \$148,827 and assets \$63,636.
ROLE MATCH	Jennifer Hunt, reported title "AT LARGE", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 11 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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	51 <sup>st</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 (Jennifer Hunt) 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 299 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,400 is reasonable (approximately the 52<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.