

Pregnancy Center Solutions

Executive Director / CEO

EIN 873405634

TX · NTEE P01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eddie Perez, Executive Director / CEO** (\$23,750) against **every comparable organization** that fit the selection criteria — **1938** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P01).

BUDGET Total revenue between \$118,094 and \$264,391 — 0.67x to 1.50x the subject's \$176,261 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

1,938 organizations qualified on sector, size, and geography → **1,938** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,882	\$22,891	\$40,931	\$61,969	\$80,873	\$23,750
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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
Overflow Community Thrift Stor	MN	\$176,589	President	\$23,597	\$23,309	2024
Family Counseling Center Foundation Inc	NY	\$176,619	Executive Director	\$16,118	\$14,560	2024
Honoring Americas Warriors Inc	OK	\$175,900	Executive Director	\$21,960	\$24,888	2023
Roots To Wings Inc	NE	\$175,893	Executive Director	\$49,104	\$52,798	2024
Young Women's Transitional Home Of Moore County	NC	\$175,847	Vice President	\$4,584	\$4,874	2023
Deep Roots Ministries Inc	TX	\$175,816	Executive Director	\$41,100	\$42,314	2023
Hamilton Center Foundation Inc	IN	\$175,796	President / Ceo	\$44,532	\$48,333	2023
United Services For Effective Parenting Ohio Inc	OH	\$176,743	Executive Director	\$84,825	\$89,815	2024
David Woods Kemper Veterans Foundation	MO	\$176,768	Executive Director/trustee	\$133,333	\$145,346	2023
Tricircle Corporation	CT	\$176,769	Executive Director	\$36,000	\$34,740	2023
Urban Purpose Inc	AL	\$175,726	President	\$51,276	\$57,014	2023
Strategic Community Solutions Inc	MI	\$176,810	Professional Staff Director	\$2,607	\$2,690	2024
Friendship Christian Learning Center Inc	OH	\$176,823	Administrator	\$33,280	\$36,278	2023
Mission Of Hope	AL	\$176,939	Executive Dir.	\$44,400	\$47,952	2024
The Arc Of Blair County	PA	\$175,579	Executive Director	\$45,741	\$45,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family & Community Services Inc	OH	\$176,962	Executive Director	\$60,671	\$64,240	2024
Delaware Ecumenical Council On Chil	DE	\$175,516	Executive Di	\$55,583	\$54,408	2024
587 Ministries Inc	CA	\$175,473	President	\$50,000	\$43,162	2024
Family Promise Of Irving	TX	\$177,050	Executive Director	\$50,219	\$50,219	2024
Dress For Success Louisville Inc	KY	\$177,065	Executive Director	\$65,000	\$69,812	2024
Benjamin E Mays Family Resource Ctr	SC	\$175,374	Executive Di	\$69,566	\$72,552	2024
Dream Fund	TX	\$177,171	Executive Director	\$66,000	\$66,000	2024
Fraser Independent Living Project Iv	MN	\$177,208	Ceo/secretary	\$25,655	\$25,342	2024
Low Vision Resource Center Inc	TX	\$177,321	Executive Dir.	\$79,490	\$81,838	2023
Varner Foundation For Children And Families	OH	\$175,198	Executive Director	\$6,000	\$6,353	2024

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 1938 organizations. Compensation range \$112–\$382,577; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$176,261); for reference, expenses \$492,234 and assets \$757,466. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Eddie Perez, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	230 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	26 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	20 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 (Eddie Perez) 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 1938 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,750 is reasonable (approximately the 26th 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.