

Pathway Clinics

Executive Director / CEO

EIN 911689705

WA · NTEE E400

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kimberli Swenson, Executive Director / CEO** (\$57,587) 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 **36th** percentile of comparable organizations within the typical range

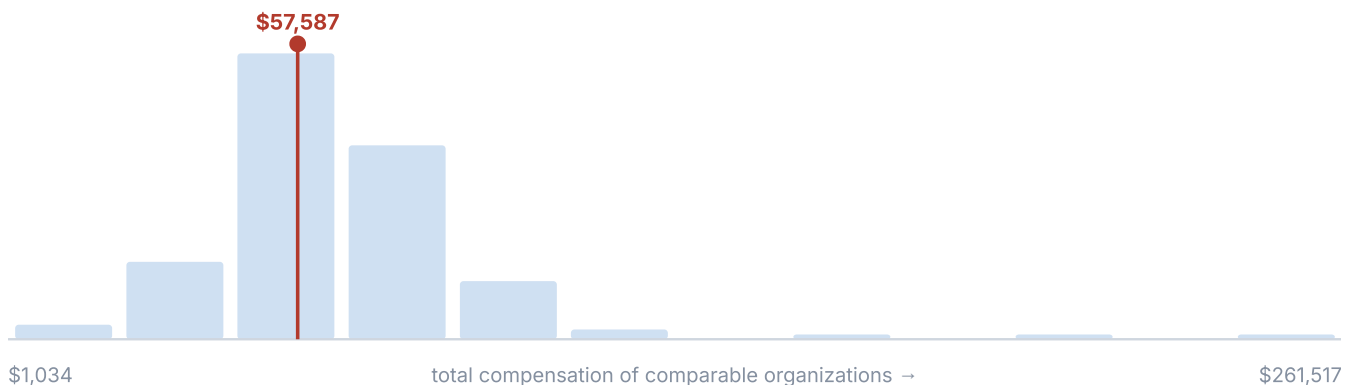
Benchmarked executive: Kimberli Swenson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E400).
BUDGET	Total revenue between \$267,029 and \$597,826 — 0.67x to 1.50x the subject's \$398,551 (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



\$38,281	\$51,194	\$63,629	\$75,941	\$89,767	\$57,587
----------	----------	----------	----------	----------	----------



● 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 WA 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
Informed Choices	CA	\$398,833	Ceo	\$71,583	\$65,331	2025
Life Network Of Southern Illinois	IL	\$396,134	Executive Direc	\$65,047	\$69,378	2024
Pregnancy Care Center Inc	ID	\$395,202	Executive Dir.	\$80,000	\$95,055	2023
Aaa Crisis Pregnancy Center	MI	\$394,915	Executive Director	\$70,315	\$78,738	2024
Ujima	AR	\$403,227	Director	\$75,334	\$91,868	2024
Tree Of Life A Crisis Pregnancy Center	CA	\$393,081	Executive Director	\$51,843	\$48,567	2024
Hope Pregnancy Support Center	TN	\$391,974	Executive Di	\$56,500	\$64,431	2024
Anderson Life Crisis Pregnancy Center	SC	\$405,944	Executive Director	\$62,274	\$70,482	2024
Lc Medical And Support Services	PA	\$408,032	Executive Director	\$37,115	\$41,340	2023
Alternatives Pregnancy Center Inc	IA	\$408,118	Executive Di	\$87,363	\$106,843	2023
Women's Resource Center Of	IN	\$384,874	Exec. Dir.	\$61,901	\$70,820	2024
We Care Pregnancy Center	IL	\$414,258	Executive Director	\$60,030	\$64,027	2024
Wellspring Pregnancy Health Center Inc	NE	\$414,996	Executive Director	\$44,583	\$52,022	2024
Mercy Ministries	PA	\$415,201	Executive Director	\$48,510	\$54,033	2023
Center For Pregnancy Choices	MS	\$415,729	Executive Director	\$39,361	\$47,560	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Choices Family Resource Centers Inc	FL	\$416,028	Ceo	\$48,000	\$48,920	2024
Grayson Co Crisis Pregnancy Center	TX	\$380,922	Executive Director	\$58,923	\$65,834	2023
Crisis Pregnancy Center Of South Jersey Inc	NJ	\$378,608	Executive Director	\$57,410	\$55,609	2024
Columbia Gorge Pregnancy Resource	OR	\$374,761	Executive Di	\$50,000	\$50,375	2024
St Petersburg Pregnancy Center	FL	\$374,118	Ceo	\$87,614	\$89,293	2024
Hope Center Of Livingston County	IL	\$423,149	Executive Dir.	\$43,750	\$46,663	2024
Options Now	IL	\$373,749	Executive Director	\$48,929	\$50,841	2025
Shenandoah County Pregnancy Center	VA	\$424,642	Executive Di	\$49,960	\$52,334	2024
Pregnancy Resource Center Inc	CO	\$370,866	Executive Director	\$44,928	\$46,738	2024
Full Circle Women's Services	TN	\$426,731	Executive Di	\$41,500	\$47,325	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 \$1,034–\$261,517; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$398,551); for reference, expenses \$517,284 and assets \$221,472.

ROLE MATCH	Kimberli Swenson, reported title " <i>Executive Director</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	6 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	36 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	36 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 (Kimberli Swenson) 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 \$57,587 is reasonable (approximately the 36th 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.