

# Compassion Pregnancy Center And Clinic

Executive Director / CEO

EIN 942888807  
 CA · NTEE E400  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Debbie Jones, Executive Director / CEO** (\$64,733) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Debbie Jones — reported title “Director”, 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 (E400).
BUDGET	Total revenue between \$157,588 and \$352,810 — 0.67x to 1.50x the subject's \$235,207 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

**101** organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,400	\$41,191	\$53,644	\$66,320	\$82,400	\$64,733
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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 CA 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="#">Conejo Valley Womens Resource Center</a>	CA	\$235,156	Executive Dir.	\$62,156	<b>\$63,992</b>	2023
<a href="#">Pregnancy Care Center Of Carbon County</a>	PA	\$233,606	Director	\$25,311	<b>\$29,231</b>	2024
<a href="#">Philadelphia Midwife Collective</a>	PA	\$237,777	Executive Director	\$45,192	<b>\$52,191</b>	2024
<a href="#">Hope Pregnancy And Resource Center</a>	IL	\$239,100	Executive Director	\$14,400	<b>\$16,395</b>	2024
<a href="#">Borger Area Crisis Pregnancy Center Inc</a>	TX	\$229,826	Exec. Director	\$39,038	<b>\$45,223</b>	2024
<a href="#">Choices Pregnancy Center</a>	MN	\$229,544	Exec Director	\$37,911	<b>\$43,382</b>	2024
<a href="#">Coast Pregnancy Clinic</a>	OR	\$228,269	Executive Director	\$42,417	<b>\$46,965</b>	2023
<a href="#">First Choice Pregnancy Center Inc</a>	OK	\$242,308	Executive Dir.	\$55,700	<b>\$71,029</b>	2024
<a href="#">Crisis Pregnancy Center Of Char-em Inc</a>	MI	\$242,438	Executive Director	\$65,000	<b>\$79,991</b>	2023
<a href="#">Pregnancy Resource Center Of Gp</a>	TX	\$226,146	Executive Director	\$45,000	<b>\$52,130</b>	2024
<a href="#">The Eden Clinic Inc</a>	OK	\$226,043	Executive Director	\$21,487	<b>\$27,400</b>	2024
<a href="#">Pregnancy Center Of Bryan County Inc</a>	OK	\$225,308	Asst Director	\$24,933	<b>\$31,795</b>	2024
<a href="#">Rum River Life Choices Center</a>	MN	\$245,906	Director	\$38,154	<b>\$43,660</b>	2024
<a href="#">Womens Resource Clinic</a>	CA	\$246,001	Secretary	\$73,975	<b>\$76,160</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Upward Bound Community Development Corporation</a>	TX	\$223,854	Director	\$48,000	<b>\$55,605</b>	2024
<a href="#">Vision For Life - Pittsburgh</a>	PA	\$247,848	Executive Director	\$2,700	<b>\$3,211</b>	2023
<a href="#">Life Choices Crisis Pregnancy Supp</a>	TN	\$248,853	Executive Director	\$49,478	<b>\$58,677</b>	2025
<a href="#">Charis Pregnancy Help Center Inc</a>	WI	\$221,085	Executive Director	\$36,800	<b>\$44,508</b>	2024
<a href="#">Pregnancy Care Center Of High Point</a>	NC	\$220,043	Executive Director	\$51,280	<b>\$61,362</b>	2024
<a href="#">Blossom Birth Services</a>	CA	\$219,532	Executive Director	\$82,400	<b>\$82,400</b>	2024
<a href="#">Pregnancy Care Center Inc</a>	NC	\$252,096	Executive Di	\$10,384	<b>\$12,425</b>	2024
<a href="#">Ashe Crisis Pregnancy Center</a>	NC	\$217,402	Executive Director	\$20,600	<b>\$24,650</b>	2024
<a href="#">Pro-life Doc Inc</a>	FL	\$216,119	President	\$21,538	<b>\$24,124</b>	2023
<a href="#">The Center Clinic Inc</a>	MN	\$215,603	Executive Di	\$50,370	<b>\$59,342</b>	2023
<a href="#">Pregnancy Hope Center</a>	OR	\$254,929	Exec. Direct	\$42,672	<b>\$45,892</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **101** organizations. Compensation range \$3,211–\$279,159; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$235,207); for reference, expenses \$202,328 and assets \$553,052.
ROLE MATCH	Debbie Jones, reported title " <i>Director</i> ", 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	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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</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 (Debbie Jones) 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 101 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,733 is reasonable (approximately the 73<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.