

Caring For Women Pregnancy Resource Center

Executive Director / CEO

EIN 943049472

CA · NTEE R61

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heidi Mitchell, Executive Director / CEO** (\$56,449) against **every comparable organization** that fit the selection criteria — **370** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

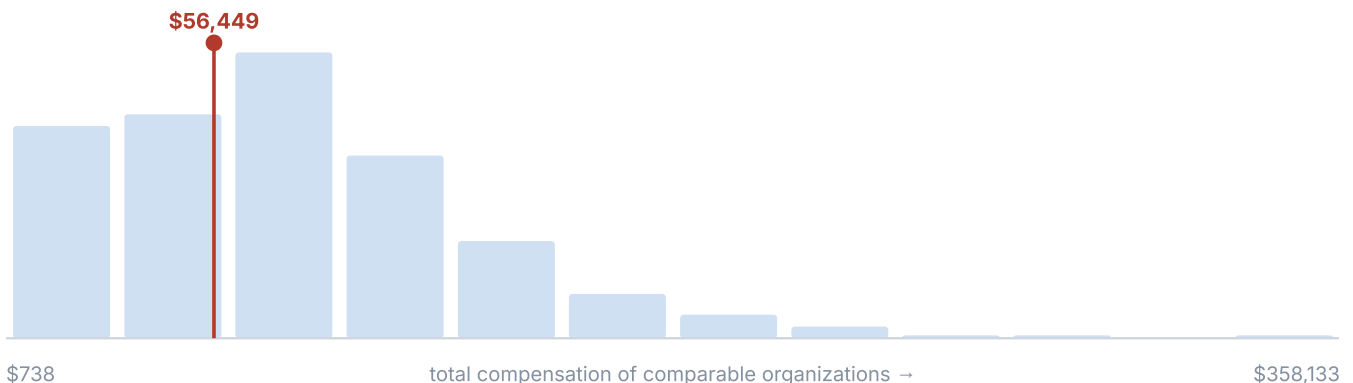
Benchmarked executive: Heidi Mitchell — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

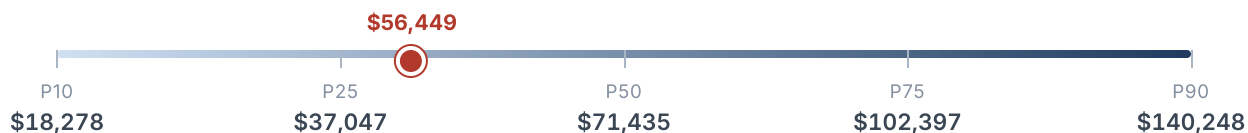
SECTOR	Organizations sharing the subject's NTEE classification (R61).
BUDGET	Total revenue between \$187,643 and \$420,097 — 0.67x to 1.50x the subject's \$280,065 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

370 organizations qualified on sector, size, and geography → **370** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,278 10TH	\$37,047 25TH	\$71,435 MEDIAN	\$102,397 75TH	\$140,248 90TH	\$56,449 THIS ORG · 38TH
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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
National Action Network Sacramento Chapter Education Fund	CA	\$280,116	Director And President	\$36,000	\$36,000	2023
Massachusetts Voter Education Network Inc	MA	\$280,447	Executive Director	\$132,125	\$133,553	2024
Massachusetts Fiscal Alliance Inc	MA	\$279,590	Interim Executive Director	\$13,388	\$13,533	2024
Utah Center For Legal Inclusion	UT	\$281,041	Executive Director	\$93,692	\$107,864	2024
Intercommunity Justice & Peace Cent	OH	\$278,990	Executive Di	\$75,000	\$89,354	2024
Prism FI Inc	FL	\$281,311	Executive Director	\$54,615	\$57,712	2024
Social Justice Politicorps Of Sacramento	CA	\$281,347	Executive Dir.	\$36,885	\$36,885	2023
Signal Hill Life Education Society		\$282,531	Executive Director	\$65,700	\$63,815	2024
Bare Chest Calendar Inc	CA	\$277,420	President	\$26,700	\$25,934	2024
North Texas Lead	TX	\$277,336	President & Executive Dire	\$120,425	\$135,502	2024
Ohio Immigrant Alliance	OH	\$276,851	President	\$8,820	\$10,508	2024
Future Georgia Inc DbA Georgia Values Action	GA	\$276,804	Chair	\$136,844	\$154,773	2024
Comic Book Legal Defense Fund Inc	OR	\$276,582	Executive Director	\$110,000	\$114,906	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bipartisan Climate Action	DC	\$283,645	President	\$5,654	\$5,581	2024
Oklahoma Donor Alliance Inc	OK	\$283,764	Executive Director	\$84,000	\$104,043	2024
Ella Baker Center Action Fund	CA	\$283,872	Secretary And Director	\$12,226	\$11,875	2024
Ruth's List Florida Action	FL	\$276,147	Chief Executive Officer & Executive Director	\$45,747	\$48,342	2024
1 Million Madly Motivated Moms	NV	\$276,045	President	\$59,583	\$67,182	2024
Mission Mississippi	MS	\$275,971	President	\$110,000	\$137,808	2024
Missouri Civil Justice Reform	MO	\$284,500	Executive Dir.	\$120,000	\$147,190	2023
Organization For Polyamory And	CA	\$275,610	Executive Dir.	\$69,173	\$69,173	2023
Before Racism	MN	\$284,539	Vice President & Secretary	\$30,795	\$35,239	2023
National Organization For The Reform Of	DC	\$285,744	Board Member	\$23,500	\$23,197	2024
Life Matters Worldwide	MI	\$274,020	President	\$83,500	\$96,946	2024
Drm Supporting Corp	MI	\$273,966	Executive Officer	\$18,128	\$21,047	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	370 organizations. Compensation range \$738–\$358,133; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$280,065); for reference, expenses \$248,677 and assets \$606,829.
ROLE MATCH	Heidi Mitchell, reported title "DIRECTOR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	41 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	38 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	31 st

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 (Heidi Mitchell) 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 370 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$56,449 is reasonable (approximately the 38th 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.