



2025 REPORT ON PLANNED PARENTHOOD CEO COMPENSATION



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Executive Summary

Planned Parenthood's CEOs and its New York headquarters employees continue to see substantial increases in their salaries, even as the organization as a whole claims financial decline. In this CEO report, we share the latest numbers available from Planned Parenthood affiliates across the nation and explain why their exorbitant incomes should not be funded by taxpaying Americans. Most of the numbers reported here come from the fiscal year ending in 2023, with the remainder coming from fiscal year 2022. Our research was primarily conducted between November 2024 and January 2025 and is based off the most recent Planned Parenthood data.

Planned Parenthood Structure

Planned Parenthood is structured like a franchise operation. The entity overseeing the nationwide operation is the Planned Parenthood Federation of America. It is headquartered in New York City but has offices in Washington, DC, and regional offices across the country. PPFA does not operate any medical centers.

All the Planned Parenthood medical centers are operated by separately incorporated entities, which Planned Parenthood calls affiliates. Each affiliate (franchise) has its own board of directors and corporate officers, including a president/CEO. Each affiliate files its own Form 990 with the federal government, and we used those forms to gather financial information about each affiliate and CEO. PPFA and each of its affiliates are recognized by the federal government as 501(c)(3) charitable organizations, and they pay no taxes even though they have millions of dollars more in income than expenses each year. The purpose of this report is to document the compensation paid to these CEOs.

Planned Parenthood Affiliates

The average total compensation (which includes both salary and other forms of compensation for employees, such as bonuses, nontaxable benefits, retirement plans, and commissions) for Planned Parenthood's affiliate CEOs increased **11%** from 2020 to 2023. In those four years, Planned Parenthood's average CEO earnings went from **\$317,564** to **\$352,661**. Additionally, Planned Parenthood CEOs continue to rank in the 98th percentile of US wage earners.

The highest compensation went to Sue Dunlap, CEO of Planned Parenthood Los Angeles, who earned **\$875,942** in the 2022–2023 fiscal year. She saw a **44%** increase in her compensation from 2020 to 2023. Planned Parenthood Los Angeles was also the highest-earning affiliate in 2022–2023, with gross earnings of **\$155,081,369**.

Planned Parenthood of Northern, Central and Southern New Jersey, Inc. has two full-time acting CEOs who earned a combined compensation of **\$727,323**. The lowest single-paid Planned Parenthood CEO earned **\$174,831** in the 2022–2023 fiscal year. The only CEOs who earned less were those who assumed their roles later in the fiscal year and did not receive a full year's salary. The total compensation for all CEOs increased from **\$16.8 million** in FY 2020 to **\$19,748,999** in FY 2023.

Affiliates see increased CEO turnover, even as salaries rise

In the 2022–2023 fiscal year, seven Planned Parenthood affiliate CEOs left the organization indefinitely after serving as either full-time or interim directors. These CEOs include four of the 20 highest-paid

executives and three of the lowest-paid executives throughout the organization. Only one of the seven CEOs retired, with the other six moving on to other companies/ventures.

The highest-paid affiliate CEO of 2022–2023 was Sue Dunlap of Planned Parenthood Los Angeles. Overseeing a greater number of facilities does not mean earning the highest salary and compensation, however. For example, Sue Dunlap oversees [24](#) facilities and earned the highest salary this fiscal year. On the other hand, Stacy Cross of Planned Parenthood Mar Monte manages [34](#) facilities, and she earned \$150,000 less than Dunlap in FY 2022–2023.

This information leaves us with this question: Why did Dunlap and Planned Parenthood Los Angeles make the most money out of all Planned Parenthood’s affiliates this fiscal year? While we don’t have a definitive answer, we did find new partnerships and programs that Planned Parenthood LA acquired this past fiscal year, which could be financially beneficial for itself and its CEO.

Planned Parenthood Los Angeles began partnerships in 2022 and 2023 with top universities in California. PPLA partnered with UCLA and Legal Aid Foundation to provide legal and medical [services](#) in 2022. PPLA also partnered with the University of Southern California’s Complex Family Planning Fellowship program and offers “[high-volume abortion training](#)” to fellows enrolled in the program. Though the numbers are not available at this time, we can only speculate that these large partnerships are helping keep this affiliate and its CEO wealthy.

Top 10 Planned Parenthood Affiliate CEOs by Income

AFFILIATE NAME	CEO	INCOME
PP Los Angeles	Sue Dunlap	\$875,942
PP Mar Monte	Stacy Cross	\$725,671
PP North Central States (MN, ND, SD, IA, NE)	Sarah Stoesz	\$699,395
PP of Orange & San Bernardino Counties, Inc.	Jon Dunn	\$692,905
PP of Greater Texas, Inc.	Ken Lambrecht	\$646,672
PP of the Pacific Southwest, Inc.	Darrah DiGiorgio Johnson	\$644,958
PP Northern California	Gilda Gonzales	\$617,707
PP Pasadena & San Gabriel Valley	Sheri Bonner	\$609,797
PP Gulf Coast, Inc.	Melaney Linton	\$503,133
PP of Greater Washington and North Idaho	Karl Eastlund	\$489,906

PPFA Headquarters

In February 2024, Planned Parenthood Federation of America’s headquarters in New York released the 2022–2023 salary numbers for its top executives. These latest numbers revealed:

- The average compensation increased from **\$421,713** in 2021 to **\$502,896** in 2023.
- PPFA’s president and highest-paid executive, Alexis McGill Johnson, earned **\$904,014**—a **32%** increase from her **\$683,697** salary in 2021.
- Compensation for the top 11 PPFA employees increased from **\$5.48 million** in 2021 to **\$5,737,115** in 2023.

PPFA Headquarters’ Top Employees’ Compensation

EMPLOYEE	POSITION	ANNUAL COMPENSATION
Alexis McGill Johnson	President	\$904,014
Dawn Laguens	Chief Global Strategy & Innovation Officer	\$619,971
Vickie Barrow-Klein	EVP & Chief Operating Officer	\$559,239
Kimberly Custer	EVP, Fed. Engage & Impact	\$545,347
Kumiki Gibson (through 9/22)	SVP & General Counsel	\$544,507
Jethro Miller	Chief Development Officer	\$523,038
Melanie Newman	SVP, Communications	\$444,641
Jacqueline Ayers	SVP, Policy, Campaigns & Advocacy	\$436,761
Marina Spyrou	Chief Info Security Officer	\$398,421
Diana Contreras	Chief Healthcare Officer	\$395,886
Hilary Castillo (through 10/22)	Chief Global Ops. & Fac. Officer	\$365,290

Top 20 PPFA Affiliates by Income (Highest to Lowest) and the Total Compensation of Their CEOs

AFFILIATE NAME & NUMBER OF FACILITIES	CEO COMPENSATION	AFFILIATE INCOME
PP Los Angeles 24	\$875,942	\$155,081,369
PP Mar Monte 34	\$725,671	\$130,383,572
PP of the Pacific Southwest, Inc. 19	\$644,958	\$130,374,525
PP of Orange & San Bernardino Counties, Inc. 9	\$692,905	\$106,549,598
PP of Greater New York 18	\$423,561	\$99,465,581
PP Great Northwest, Hawai'i, Alaska, Indiana, Kentucky 35	\$411,473	\$85,439,932
PP Gulf Coast, Inc. 8	\$503,133	\$76,954,200
PP of Illinois 13	\$348,256	\$71,199,018
PP North Central States 23	\$794,471	\$69,692,189
PP of Greater Texas, Inc. 27	\$646,672	\$67,457,114
PP of the Rocky Mountains, Inc. 23	\$447,131	\$66,875,900
PP Northern California 17	\$617,707	\$66,719,807
PP South Atlantic 14	\$367,763	\$52,622,282
PP of Southern New England, Inc. 15	\$452,669	\$44,016,092
PP of Northern, Central and Southern New Jersey, Inc. (Total between 2 CEOs) 17	\$727,323	\$41,437,373
PP of Greater Ohio 15	\$329,011	\$39,678,047
PP of South, East and North Florida 8	\$315,562	\$37,993,195
PP Association of Utah 8	\$245,952	\$37,408,780
PP Columbia Willamette 8	\$310,878	\$36,741,962
PP of Wisconsin, Inc. 22	\$380,727	\$36,295,084

Planned Parenthood CEO Income (Highest to Lowest)

LEGEND Male Black Hispanic

PP Los Angeles	Sue Dunlap	\$875,942
PP Mar Monte	Stacy Cross	\$725,671
PP North Central States	Sarah Stoesz/CEO through 10/22	\$699,395
	Ruth Richardson/Current CEO	\$95,076
PP of Orange & San Bernadino Counties, Inc.	Jon Dunn	\$692,905
PP of Greater Texas, Inc.	Ken Lambrecht	\$646,672
PP of the Pacific Southwest, Inc.	Darrah DiGiorgio Johnson	\$644,958
PP Northern California	Gilda Gonzales	\$617,707
PP Pasadena & San Gabriel Valley	Sheri Bonner	\$609,797
PP Gulf Coast, Inc.	Melaney Linton	\$503,133
PP of Greater Washington & North Idaho	Karl Eastlund	\$489,906
PP of the Great Northwest, Hawaii, Alaska, Indiana, Kentucky	Christine Charbonneau/Former CEO	\$489,115
	Rebecca Gibron/Current CEO	\$411,473
PP League of Massachusetts	Jennifer Childs-Roshak/CEO through 12/22	\$485,757
	Ellen Frank/Interim CEO in 2023	\$250,404
PP of Southern New England, Inc.	Amanda Skinner	\$452,669
PP of the Rocky Mountains, Inc.	Adrienne Mansanares/Current CEO	\$447,131
	Vicki Cowart (CEO through 1/22)	\$111,150
PP of Metropolitan Washington, DC, Inc.	Laura Meyers	\$436,585
PP Hudson Peconic, Inc.	Vincent Russell	\$431,165
PP of Greater New York	Joy Calloway/Interim CEO through 10/22	\$423,561
PP of Southwest & Central Florida	Stephanie Fraim	\$399,790
PP California Central Coast	Jenna Tosh	\$397,564
PP of Wisconsin, Inc.	Tanya Atkinson	\$380,727
PP of Central & Western New York, Inc.	Michelle Casey	\$377,290
PP South Atlantic	Jenny Black	\$367,763
PP of Northern, Central & Southern New Jersey, Inc.	Cory Neering (co-CEOs)	\$376,209
	Triste Brooks	\$351,114
PP of Illinois	Jennifer Welch	\$348,256
PP of Greater Ohio	Iris Harvey	\$329,011

Planned Parenthood CEO Income (Highest to Lowest)

continued

LEGEND **Male** **Black** **Hispanic**

PP Great Rivers (Formerly: PP of the St. Louis Region & Southwest Missouri)	Yamelsie Rodriguez	\$326,688
PP of South, East & North Florida	Alexandra Mandado	\$315,562
The Virginia League for Planned Parenthood	Paulette McElwain	\$314,683
PP Columbia Willamette	Anne Udall	\$310,878
PP of Maryland, Inc.	Karen Nelson	\$297,504
Upper Hudson Planned Parenthood, Inc.	Michelle (Chelly) Hegan	\$281,521
PP of Metropolitan New Jersey	Roslyn Rogers Collins	\$260,432
PP Southeastern Pennsylvania	Dayle Steinberg	\$258,227
PP of Northern New England	Nicole Clegg	\$258,103
PP Association of Utah	Karrie Galloway/CEO through 2022	\$245,952
PP Great Plains	Emily Wales	\$242,120
PP Keystone	Melissa Reed	\$224,019
PP Arizona, Inc.	Brittany Fonteno	\$223,988
PP Southwest Ohio Region	Kersha Deibel	\$219,570
PP of Montana, Inc.	Martha Stahl Fuller	\$205,804
PP of Delaware	Ruth Lytle-Barnaby	\$204,708
PP of Southwestern Oregon	Lisa Gardner/CEO through 12/22 Amy Handler/Current Interim CEO	\$334,139 \$189,146
Mt. Baker Planned Parenthood	Linda McCarthy	\$185,937
PP of Michigan	Paula Thornton Greear	\$181,818
PP of Western Pennsylvania	Sydney Etheredge	\$178,013
PP of the North Country New York, Inc.	Theresa Barker	\$176,823
PP of Tennessee & North Mississippi	Ashley Coffield	\$174,831
PP South Texas	Jeffrey Hons/CEO through 7/22 Laura Terrill Patten/Current CEO	\$112,795 \$73,737
PP Southeast, Inc.	Staci Fox/CEO through 4/22 Stephanie Fraim/Interim CEO Independent Contractor	\$84,105 \$60,000

TOTAL COMPENSATION: \$19,748,999
AVERAGE COMPENSATION: \$352,661

Defunding Planned Parenthood

Prior to the inauguration of President Trump, those preparing to serve in his administration said that removing federal funding from Planned Parenthood was one of the cost-cutting options they would consider. It is well known that Planned Parenthood consistently receives hundreds of millions in tax dollars every year. Planned Parenthood's latest annual report cited \$699.3 million in federal funding, a massive 34% of the organization's total annual revenue.

Regardless of who is in the Oval Office, Planned Parenthood receives increased amounts of funding from Congress every single year. Yet each year this 501(c)(3) tells the public it needs more money to fund its services.

The fact is that Planned Parenthood funnels its millions into political campaigns, abortion "services," and its own CEOs. In the US, the average salary for a nonprofit CEO is roughly [\\$117,000 a year](#). Planned Parenthood more than triples that with an average annual CEO salary of \$352,661. It is extremely clear that Planned Parenthood's priority is money and the ability to funnel that money back into the pockets of its own CEOs.

Conclusion

Planned Parenthood continues to grow tremendously wealthy, and taxpayers should be outraged at the nearly \$700,000,000 given by our government to Planned Parenthood during this last fiscal year. Abortion remains Planned Parenthood's main priority, and it admits to murdering at least [392,715 preborn children](#) in the 2022–2023 fiscal year. As CEO salaries reach almost \$1 million, the financial troubles claimed by Planned Parenthood seem hollow at best.

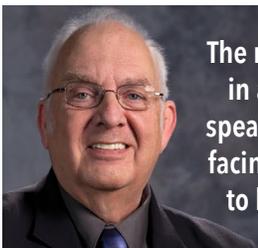
METHODOLOGY

This research was conducted from November 2024 to January 2025. All data was obtained from public information. All facts were found in PP's federal 990 forms, in public articles, and in Planned Parenthood websites. The numbers were taken from the most recent 990s available for each affiliate. Forty-three of these 990s are from FY 2023, while six affiliates filed last in FY 2022. Planned Parenthood Federation of America's top employees' compensation data is from its 2022–2023 990s. Questions about this report should be addressed to kvandyke@all.org.



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The remarkable legacy of Jim Sedlak, founder of Stop Planned Parenthood International, began in a home in upstate New York, and from there it grew to be one of the most powerful voices speaking the truth about the culture-of-death giant we know as Planned Parenthood. Like David facing Goliath, Jim forged a road to victory, and to this day we pursue it in his honor and thanks to his unyielding faith in Christ. We miss you, Jim, but we will never stop fighting the beast!