

Vision For Life - Pittsburgh

Executive Director / CEO

EIN 010945375
 PA · NTEE E40
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Ron Cichowicz, Executive Director / CEO** (\$2,700) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Ron Cichowicz — 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 (E40).
BUDGET	Total revenue between \$166,058 and \$371,772 — 0.67x to 1.50x the subject's \$247,848 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E40), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,941	\$36,068	\$48,239	\$57,704	\$69,276	\$2,700
----------	----------	----------	----------	----------	----------------



■ 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 PA 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
Life Choices Crisis Pregnancy Supp	TN	\$248,853	Executive Director	\$49,478	\$49,351	2025
Womens Resource Clinic	CA	\$246,001	Secretary	\$73,975	\$64,055	2023
Rum River Life Choices Center	MN	\$245,906	Director	\$38,154	\$36,720	2024
Pregnancy Care Center Inc	NC	\$252,096	Executive Di	\$10,384	\$10,450	2024
Crisis Pregnancy Center Of Char-em Inc	MI	\$242,438	Executive Director	\$65,000	\$67,277	2023
First Choice Pregnancy Center Inc	OK	\$242,308	Executive Dir.	\$55,700	\$59,739	2024
Pregnancy Hope Center	OR	\$254,929	Exec. Direct	\$42,672	\$38,598	2024
Life Choices Resource Center	MI	\$255,579	Executive Di	\$68,844	\$69,212	2024
Hope Pregnancy And Resource Center	IL	\$239,100	Executive Director	\$14,400	\$13,789	2024
Philadelphia Midwife Collective	PA	\$237,777	Executive Director	\$45,192	\$43,895	2024
New Family Life Services	WA	\$258,169	Executive Dir.	\$28,704	\$25,770	2023
Lifeline Pregnancy Care Center Inc	PA	\$260,474	Center Director	\$43,823	\$42,566	2024
Compassion Pregnancy Center And Clinic	CA	\$235,207	Director	\$64,733	\$54,444	2024
Conejo Valley Womens Resource Center	CA	\$235,156	Executive Dir.	\$62,156	\$53,821	2023
Pregnancy Care Center Of Carbon County	PA	\$233,606	Director	\$25,311	\$24,585	2024
Hope Womens Center Inc	SC	\$263,818	Director	\$22,000	\$22,355	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pregnancy Help Center Of Chesterfield	VA	\$265,848	Executive Director	\$39,024	\$36,700	2024
Borger Area Crisis Pregnancy Center Inc	TX	\$229,826	Exec. Director	\$39,038	\$38,035	2024
Women's Health Services Inc	AL	\$265,959	Vice President	\$120,000	\$130,000	2023
Choices Pregnancy Center	MN	\$229,544	Exec Director	\$37,911	\$36,486	2024
Coast Pregnancy Clinic	OR	\$228,269	Executive Director	\$42,417	\$39,500	2023
First Step Pregnancy Center Inc	VT	\$267,888	Executive Dir.	\$31,121	\$30,510	2024
Pregnancy Resource Center Of Gp	TX	\$226,146	Executive Director	\$45,000	\$43,844	2024
The Eden Clinic Inc	OK	\$226,043	Executive Director	\$21,487	\$23,046	2024
Central Coast Pregnancy Center	CA	\$270,358	Executive Dir.	\$55,382	\$47,955	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	114 organizations. Compensation range \$5,608–\$234,788; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$247,848); for reference, expenses \$236,999 and assets \$76,031.
ROLE MATCH	Ron Cichowicz, 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 5 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	1 st
All sources (D + E + F), adjusted	0 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 (Ron Cichowicz) 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 114 similarly situated organizations (Same NTEE sector (E40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,700 is reasonable (approximately the 0th 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.