

Bioethics Defense Fund

Executive Director / CEO

EIN 721528220

LA · NTEE R62

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nikolas T Nikas, Executive Director / CEO** (\$229,800) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

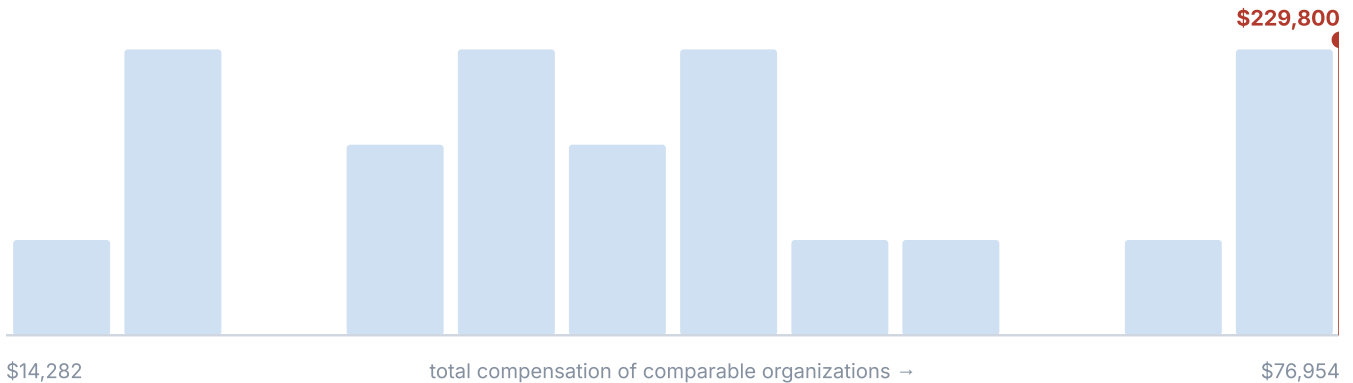
Benchmarked executive: Nikolas T Nikas — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

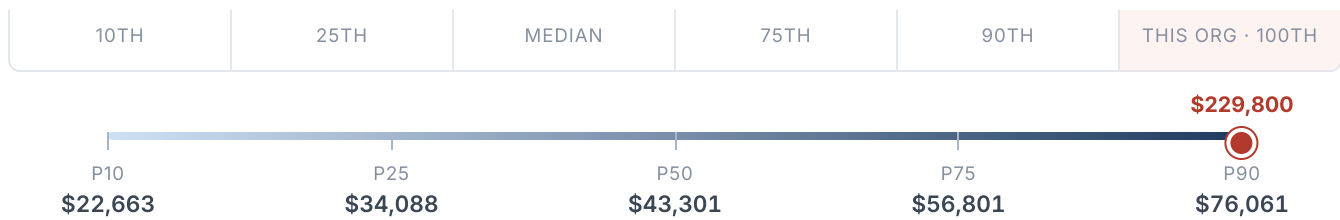
SECTOR	Organizations sharing the subject's NTEE classification (R62).
BUDGET	Total revenue between \$156,249 and \$349,812 — 0.67x to 1.50x the subject's \$233,208 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R62), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,663	\$34,088	\$43,301	\$56,801	\$76,061	\$229,800
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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 LA 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
South Dakota Right To Life Committee Inc	SD	\$227,650	Administrative Director	\$79,048	\$76,954	2024
Sav-a-life Lanettvalley Inc	AL	\$240,012	Executive Director	\$40,700	\$38,785	2024
Birthright Of St Joseph Inc	MI	\$220,359	President	\$78,000	\$71,017	2024
Pregnancy Help & Information	FL	\$253,952	Ceo	\$55,150	\$47,051	2023
Life Group Inc	NE	\$257,849	President	\$61,000	\$59,583	2023
Eastern Pregnancy Information	NC	\$203,299	Executive Director	\$22,114	\$20,156	2024
Pennsylvania Pro-life Federation Inc	PA	\$201,618	Executive Dir.	\$86,848	\$76,396	2024
Ohio Right To Life Society	OH	\$197,105	President	\$26,400	\$24,665	2024
A Beacon Of Light Pregnancy Help Center	IL	\$196,715	Ceo	\$56,132	\$48,678	2024
Ohio Right To Life Society Inc	OH	\$195,789	President	\$36,400	\$34,008	2024
Life Matters Worldwide	MI	\$274,020	President	\$83,500	\$76,024	2024
Maryland Right To Life Inc	MD	\$187,671	Executive Di	\$46,000	\$39,056	2023
Columbus Right To Life Educational Foundation	OH	\$179,834	Executive Director	\$51,746	\$49,773	2023
Westside Pregnancy Center	TX	\$297,310	Executive Director	\$26,000	\$22,942	2024
Right To Life Of Indianapolis	IN	\$161,764	President	\$45,333	\$43,415	2023
Beginnings Care For Life Center	MI	\$306,496	Executive Director	\$47,433	\$43,186	2024
First Choice Pregnancy Resource Center	WI	\$307,962	Executive Director	\$38,289	\$36,315	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Birthright Lake Inc	OH	\$328,201	Executive Di	\$35,467	\$34,115	2023
Foundation For Life	OH	\$332,197	Executive Dir.	\$58,088	\$55,873	2023
Pennsylvania Pro-life Federation	PA	\$341,464	Executive Dir.	\$16,236	\$14,282	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	20 organizations. Compensation range \$14,282–\$76,954; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$233,208); for reference, expenses \$293,018 and assets \$605,398.
ROLE MATCH	Nikolas T Nikas, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	100 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 (Nikolas T Nikas) 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 20 similarly situated organizations (Same NTEE sector (R62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$229,800 is reasonable (approximately the 100th 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.