

Pittsburgh Regional Healthcare

Executive Director / CEO

EIN 010752319

PA · NTEE E05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Wolk Feinstein Phd, Executive Director / CEO** (\$50,906) against **every comparable organization** that fit the selection criteria — **1263** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

Benchmarked executive: Karen Wolk Feinstein Phd — reported title “PRESIDENT, CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E05).

BUDGET Total revenue between \$298,089 and \$667,363 — 0.67x to 1.50x the subject's \$444,909 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,263 organizations qualified on sector, size, and geography → **1,263** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,568	\$36,867	\$62,833	\$91,170	\$133,960	\$50,906
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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 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
Jamesville Community Ems & Rescue	NC	\$444,840	President	\$25,286	\$26,200	2024
Hanson House Foundation Inc	CA	\$445,045	Executive Dir.	\$55,086	\$49,108	2023
Southwest Louisiana Hospital Association	LA	\$445,063	Board Member	\$23,777	\$27,029	2023
Crescentcare Holdings Inc	LA	\$444,667	Ceo	\$52,094	\$57,522	2024
Clinica Medical Nuestra Senora De	OR	\$444,135	Administrator	\$54,450	\$50,706	2024
Santa Fe Birth Center	NM	\$445,687	President	\$2,700	\$2,912	2024
Bethany Manor Foundation Inc	CA	\$444,117	Executive Dir.	\$39,556	\$35,263	2023
Adom Health Foundation Inc	FL	\$443,966	Executive Director	\$81,512	\$76,787	2024
Choices Resource Center	TN	\$443,678	Director	\$63,826	\$69,263	2023
Partners For Healing Inc	TN	\$443,585	Executive Di	\$48,340	\$50,953	2024
Albert Schweitzer Fellowship Houston-galveston	TX	\$446,300	Executive Director	\$22,863	\$22,934	2024
Arlington Retirement Housing	VA	\$443,495	Executive Director	\$168,520	\$163,165	2024
Muskegon Pregnancy Services	MI	\$443,363	Executive Di	\$57,287	\$59,294	2024
American Society Of Law Medicine	MA	\$443,307	Executive Dir.	\$125,683	\$113,254	2024
Barlow Foundation	CA	\$446,546	President & Ceo	\$31,210	\$27,025	2024
San Joaquin Valley Free Medical Clinic And Needle Exchange	CA	\$446,572	President	\$42,226	\$37,643	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mobile Healthcare Providers Northwest	WA	\$443,152	President & Ceo	\$65,240	\$60,302	2023
Birth Control Advocates Of New York	NY	\$446,704	Co-executive Director	\$166,421	\$150,800	2024
Kaitlyn's Cottage Inc	OH	\$447,376	Trustee/ceo	\$14,012	\$14,882	2024
Massachusetts Sickle Cell Associationinc	MA	\$447,815	Executive Director	\$92,500	\$83,353	2024
Senior Housing And Resource Management	SC	\$441,998	Executive Director	\$128,077	\$130,533	2025
Lake Plains Community Care Network Inc	NY	\$441,901	Ceo	\$83,218	\$77,634	2023
Milwaukee Community Acupuncture Inc	WI	\$441,890	President	\$56,167	\$60,559	2023
Southside Crisis Pregnancy Center Inc	VA	\$447,961	Executive Director	\$60,743	\$58,813	2024
Savie Health	CA	\$441,661	Executive Director	\$68,233	\$59,083	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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 **1263** organizations. Compensation range \$19–\$3,282,917; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$444,909); for reference, expenses \$370,839 and assets \$2,350,840.

ROLE MATCH	Karen Wolk Feinstein Phd, reported title " <i>PRESIDENT, CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	289 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	58 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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 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 (Karen Wolk Feinstein Phd) 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 1263 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,906 is reasonable (approximately the 37th 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.