

# Apbd Research Foundation

Executive Director / CEO

EIN 203609790  
 NY · NTEE H480  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Natacha Pires, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **139** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

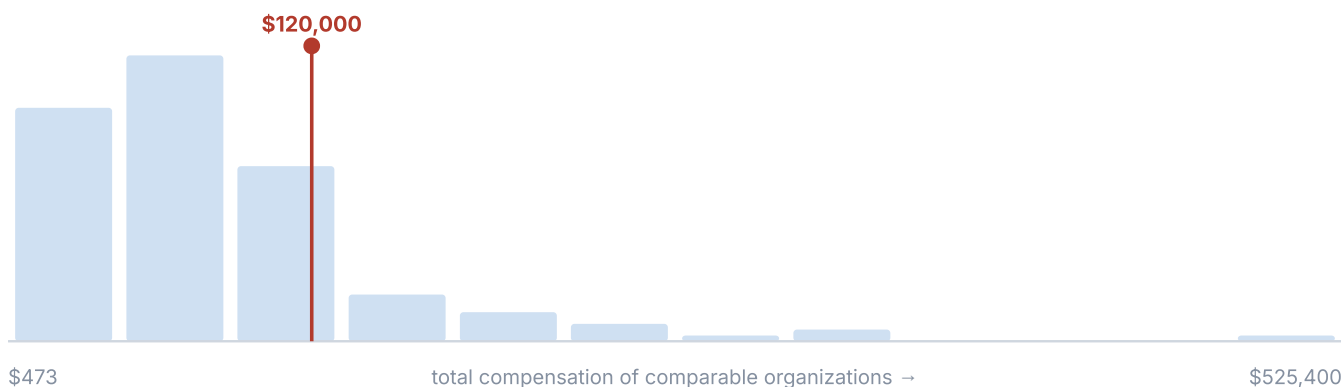
**Benchmarked executive:** Natacha Pires — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H480).
BUDGET	Total revenue between \$243,762 and \$545,736 — 0.67x to 1.50x the subject's \$363,824 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

**139** organizations qualified on sector, size, and geography → **139** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,874	\$40,905	\$66,143	\$105,427	\$153,724	<b>\$120,000</b>
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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 NY 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
<a href="#">Doctor Marnie Rose Foundation Inc</a>	TX	\$363,289	Executive Director To 8/23	\$47,098	<b>\$53,677</b>	2023
<a href="#">Federation Of Associations In Behavioral</a>	DC	\$360,706	Exec Dir/ex-officio	\$200,916	<b>\$200,877</b>	2023
<a href="#">Sierra Veterans Research And Education Foundation</a>	NV	\$359,581	Executive Director	\$63,786	<b>\$72,846</b>	2023
<a href="#">Team Bright Side Inc</a>	IL	\$368,815	Vice President	\$27,000	<b>\$30,243</b>	2023
<a href="#">Emily Whitehead Foundation</a>	PA	\$369,089	President	\$12,000	<b>\$13,634</b>	2023
<a href="#">Biohouston Inc</a>	TX	\$357,470	Chief Executive Officer	\$224,653	<b>\$248,690</b>	2024
<a href="#">Neurotech Institute Inc</a>	OH	\$352,623	Vp Development	\$267,482	<b>\$313,519</b>	2024
<a href="#">Clinical Research Foundation</a>	KY	\$375,042	Executive Dir.	\$60,391	<b>\$71,802</b>	2024
<a href="#">Research Advocacy Network Inc</a>	TX	\$352,090	President	\$66,000	<b>\$75,219</b>	2023
<a href="#">Mircore</a>	MI	\$376,476	President And Director	\$27,200	<b>\$31,986</b>	2023
<a href="#">North Texas Alzheimers Program Inc</a>	TX	\$376,694	Secretary	\$38,000	<b>\$42,066</b>	2024
<a href="#">Tissue Bank Asbestos Research Charitable</a>	MD	\$350,375	Trustee	\$52,431	<b>\$54,246</b>	2024
<a href="#">Brain Center Of Green Bay Inc</a>	WI	\$349,668	Executive Director	\$117,700	<b>\$140,050</b>	2023
<a href="#">Championship Hearts Foundation</a>	TX	\$349,433	Executive Director	\$55,000	<b>\$60,885</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northwest Association For Biomedical</a>	WA	\$379,697	Executive Director	\$17,063	<b>\$16,906</b>	2024
<a href="#">Pierone Research Institute-A Wfhc</a>	FL	\$347,247	Vice Chair/d	\$31,220	<b>\$31,620</b>	2025
<a href="#">John Paul li Medical Research Institute</a>	IA	\$347,088	President	\$69,392	<b>\$86,567</b>	2023
<a href="#">Salisbury Foundation For Research And Education Inc</a>	NC	\$380,895	Executive Director	\$47,394	<b>\$54,193</b>	2024
<a href="#">International Society For Therapeutic Ultrasound Inc</a>	WA	\$381,153	Executive Director	\$47,500	<b>\$48,453</b>	2023
<a href="#">Autism Discovery And Treatment Foundation Inc</a>	AZ	\$344,947	Employee	\$31,260	<b>\$33,270</b>	2024
<a href="#">Connecticut United For Research</a>	CT	\$344,203	President &	\$302,557	<b>\$313,936</b>	2024
<a href="#">Accreditation For Cardiovascular Excellence Inc</a>	VA	\$339,930	Chief Medical Officer	\$20,259	<b>\$22,286</b>	2023
<a href="#">Rock County Cancer Coalition Inc</a>	WI	\$388,662	Executive Di	\$73,148	<b>\$84,541</b>	2024
<a href="#">Isthmus Project Inc</a>	WI	\$388,813	President/chief Innovation Officer	\$34,380	<b>\$40,908</b>	2023
<a href="#">Alaska Cardiovascular Research</a>	AK	\$336,332	Executive Director	\$53,862	<b>\$58,670</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	139 organizations. Compensation range \$473–\$525,400; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$363,824); for reference, expenses \$410,785 and assets \$513,404.
ROLE MATCH	Natacha Pires, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	75 <sup>th</sup>

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 (Natacha Pires) 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 139 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 82<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.