

Humane Action Pittsburgh

Executive Director / CEO

EIN 384135485
 PA · NTEE D20
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Natalie Ahwesh, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **424** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

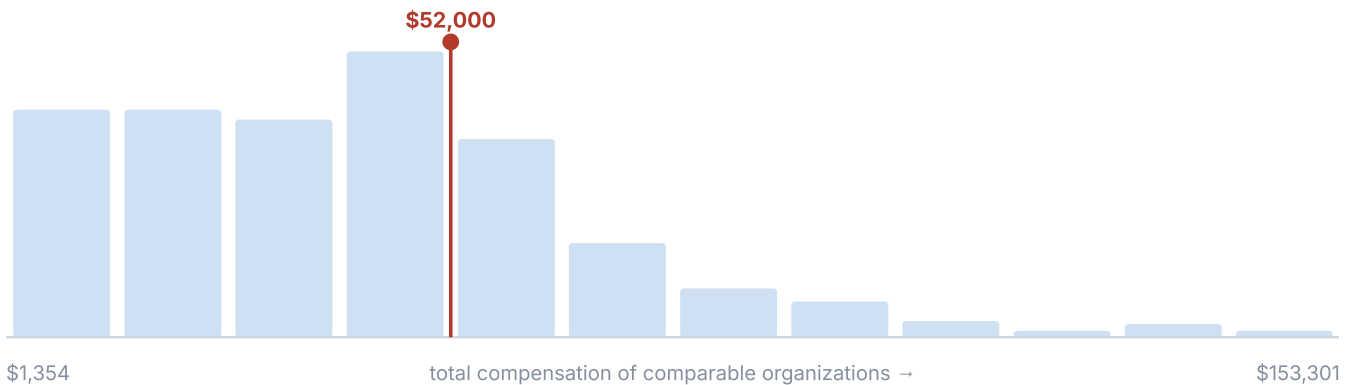
Benchmarked executive: Natalie Ahwesh — reported title "EXEC. DIR. &", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

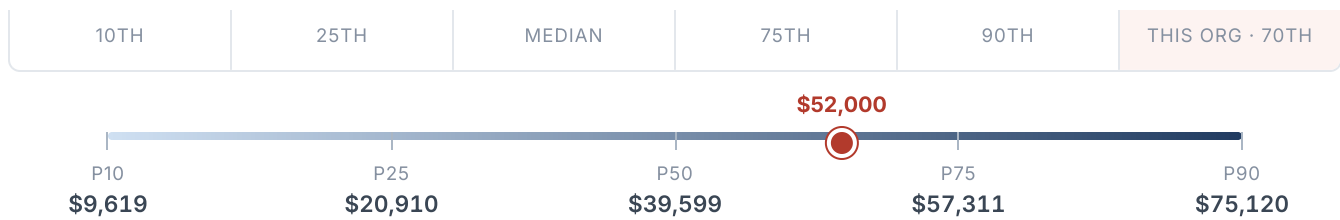
SECTOR	Organizations sharing the subject's NTEE classification (D20).
BUDGET	Total revenue between \$233,521 and \$522,808 — 0.67x to 1.50x the subject's \$348,539 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D20), nationwide + budget 0.67–1.5x revenue.

424 organizations qualified on sector, size, and geography → **424** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,619	\$20,910	\$39,599	\$57,311	\$75,120	\$52,000
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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
Fosters & Paws	CA	\$348,916	Pres/exec Di	\$60,000	\$50,464	2024
Standardbred Transition Alliance	OH	\$349,045	Administrator	\$83,454	\$88,636	2023
Humane Society Of Lake County Inc	FL	\$347,950	Executive Dir.	\$50,390	\$46,107	2024
Homeless Pets Foundation Inc	GA	\$349,283	President & Ceo	\$2,000	\$1,959	2024
Helotes Humane Society	TX	\$349,522	Executive Director	\$10,000	\$9,743	2024
Cane Rosso Rescue	TX	\$347,548	Kennel Technician	\$60,000	\$58,459	2024
Turkeys For Tomorrow	AL	\$349,674	Chief Operat	\$12,500	\$13,542	2023
Wonder Dog Rescue	NY	\$350,452	Director	\$90,000	\$79,212	2024
Oregon Pet Project	OR	\$350,457	Executive Director	\$43,076	\$38,963	2024
Buckeye Bulldog Rescue	OH	\$350,497	Board President	\$82,450	\$87,569	2023
Nalas New Life Rescue Inc	FL	\$350,560	Executive Dir.	\$33,600	\$31,652	2023
Westfield Homeless Cat Project	MA	\$350,652	President	\$52,000	\$45,513	2024
Assisi Animal Foundation	IL	\$351,325	Executive Dir.	\$30,000	\$27,986	2025
Second Chance Sheridan Cat Rescue	WY	\$351,477	Director	\$23,846	\$25,606	2023
Marion County Humane Society	IA	\$344,707	President	\$25,636	\$27,341	2024
South Pacific County Humane Society	WA	\$352,781	Shelter Manager	\$48,192	\$43,266	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Animal Friends Connection Humane	CA	\$344,128	Director	\$51,224	\$43,082	2024
Bettertogether Forever	CA	\$353,316	Executive Director	\$79,792	\$69,092	2023
Animal Shelter Of St Lucie County	FL	\$353,501	President	\$44,775	\$42,179	2023
Homeless To Home Cat Sanctuary	OH	\$343,305	President	\$22,932	\$24,356	2023
St Francis Pet Care Inc	FL	\$354,167	President	\$43,254	\$40,747	2023
Greenmore Farm Animal Rescue Inc	PA	\$354,282	President	\$136,631	\$129,290	2025
Oswego County Humane Society Inc	NY	\$342,786	Executive Di	\$50,865	\$44,768	2024
Crooked Tail Cat Rescue	NC	\$342,013	President	\$47,966	\$48,273	2024
El Faro De Los Animales Inc	PR	\$355,982	Executive Director	\$40,022	\$38,874	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 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 **424** organizations. Compensation range \$1,354–\$153,301; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$348,539); for reference, expenses \$246,099 and assets \$272,138.

ROLE MATCH	Natalie Ahwesh, reported title "EXEC. DIR. &", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	70 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	69 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 (Natalie Ahwesh) 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 10, 2026, comparing compensation against 424 similarly situated organizations (Same NTEE sector (D20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 70th 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 10, 2026.