

Autism Society Northwestern Pennsylvania

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Tish Bartlett, Executive Director / CEO** (\$65,039) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

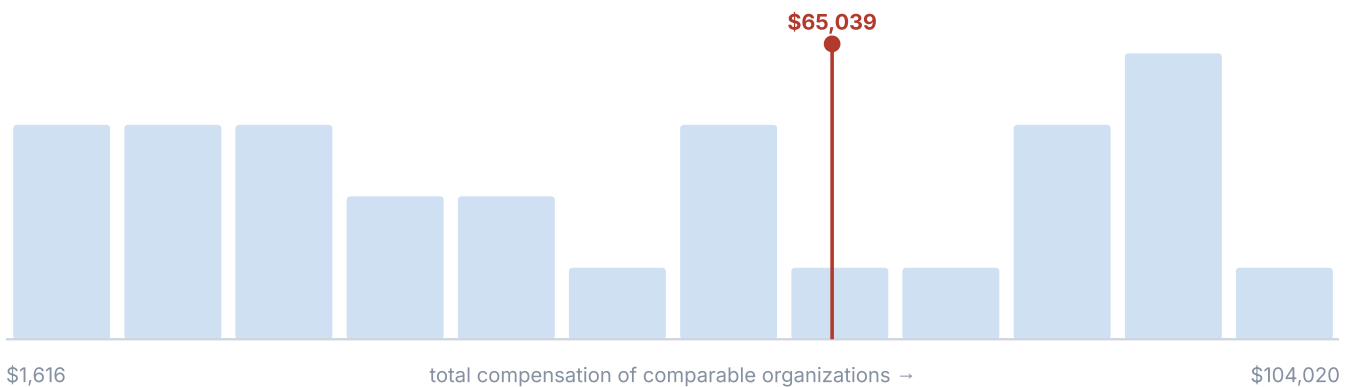
Benchmarked executive: Tish Bartlett — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

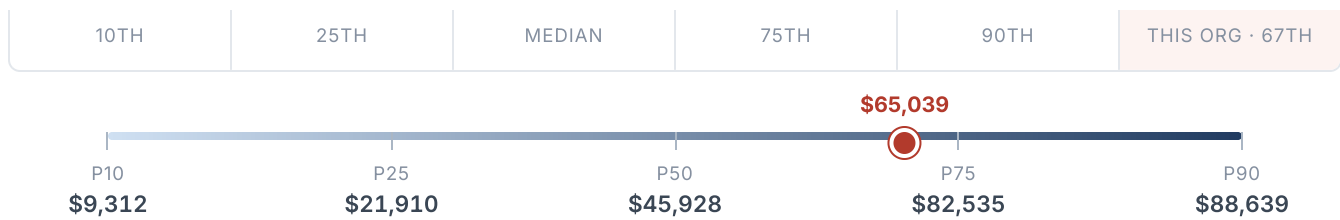
SECTOR	Organizations sharing the subject's NTEE classification (G84).
BUDGET	Total revenue between \$220,123 and \$492,813 — 0.67x to 1.50x the subject's \$328,542 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,312	\$21,910	\$45,928	\$82,535	\$88,639	\$65,039
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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
Feat Of Louisville Inc	KY	\$326,810	Executive Di	\$70,025	\$75,441	2023
Independent Identity	TX	\$320,346	Executive Director	\$88,892	\$89,166	2023
Every Child	CA	\$311,793	Vice President	\$35,890	\$30,185	2024
Autism Project Inc	MD	\$348,170	Director	\$95,723	\$89,740	2023
Community For Autism And Motor Planning	AZ	\$306,925	Interim Executive Director	\$23,111	\$22,288	2023
Autism Care Today	CA	\$294,338	Director	\$64,498	\$55,849	2023
Care Warriors Inc	TX	\$362,855	Ceo/executive Director	\$10,656	\$10,382	2024
Creative Arts Therapy Center Inc	MO	\$363,742	Music Therapist	\$62,990	\$64,982	2024
Aamp Amt Learning Center Inc	IL	\$370,551	President	\$32,009	\$31,556	2023
Autism Empowerment	WA	\$283,060	Board Member	\$1,800	\$1,616	2023
The Whole Spectrum Autism Foundation	NJ	\$276,577	Ceo	\$8,640	\$7,513	2024
Autism Society Of Greater Wisconsin Inc	WI	\$393,922	Executive Director	\$86,000	\$87,481	2024
The Color Of Autism Foundation	MI	\$262,020	Chief Executive Officer	\$85,300	\$88,288	2023
5-eleven Hoops	CA	\$260,670	Executive Director	\$25,600	\$21,531	2024
Abilities Workshop Inc	FL	\$257,827	Director	\$40,000	\$36,600	2024
Autism After 21 Inc	FL	\$254,859	Director	\$40,000	\$36,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Autism Society Of Greater Akron	OH	\$412,520	Exec. Direc,	\$100,832	\$104,020	2024
The Arc Of Southwest Colorado Inc	CO	\$413,095	Executive Di	\$86,000	\$80,320	2024
Nebraska Transition College	NE	\$413,872	Executive Director	\$85,000	\$86,750	2025
Seeds Of Love	PA	\$237,579	Gm/president	\$15,933	\$15,933	2023
AsIs Incorporated	CA	\$231,051	President	\$8,899	\$7,706	2023
Hunt2heal	MI	\$226,580	Executive Director	\$56,750	\$55,582	2025
Autistic Self-reliance Support Network	OH	\$435,416	Cofounder And Co-executive Director	\$82,152	\$84,750	2024
Coryell Autism Center	CA	\$451,173	President	\$12,000	\$10,391	2023
The Tailor Institute Incorporated	MO	\$468,451	Director	\$52,000	\$53,644	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 27 organizations. Compensation range \$1,616–\$104,020; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$328,542); for reference, expenses \$267,741 and assets \$1,134,281.

ROLE MATCH Tish Bartlett, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	67 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 (Tish Bartlett) 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 27 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,039 is reasonable (approximately the 67th 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.