

# Vesalius Foundation For Visual

Executive Director / CEO

EIN 201609682  
 NM · NTEE G99  
 FY ending 2023-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Tina Schott, Executive Director / CEO** (\$35,500) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

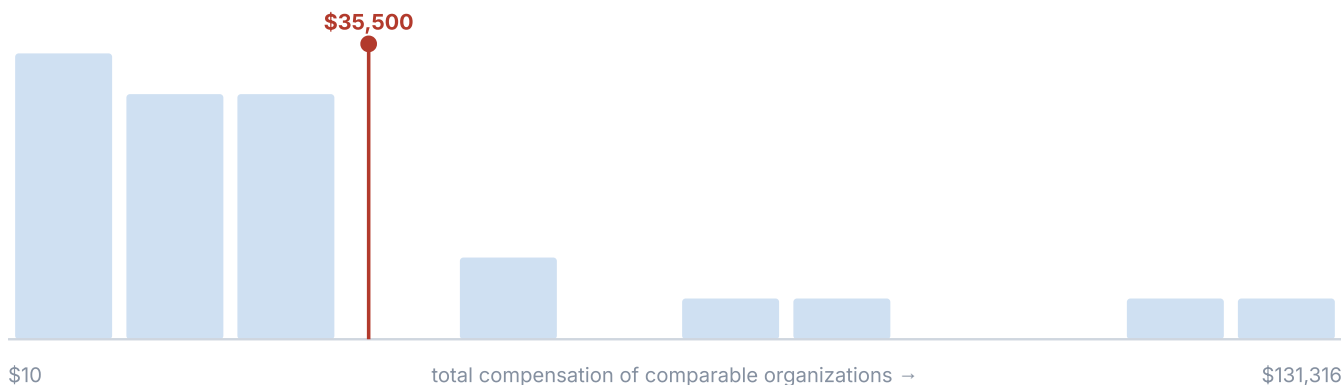
**Benchmarked executive:** Tina Schott — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G99).
BUDGET	Total revenue between \$29,227 and \$65,434 — 0.67x to 1.50x the subject's \$43,623 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,929	\$9,634	\$21,650	\$27,350	\$78,388	<b>\$35,500</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 NM 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="#">The Hubbell Difference Foundation Inc</a>	CT	\$42,687	Secretary	\$5,775	<b>\$4,890</b>	2024
<a href="#">Lions Sight Conservation Foundation Of</a>	PA	\$45,380	Treasurer	\$9,010	<b>\$8,115</b>	2024
<a href="#">Hepatitis C Association</a>	NJ	\$45,947	President	\$23,515	<b>\$18,472</b>	2025
<a href="#">C F Solutions Inc</a>	OK	\$47,121	President	\$112,451	<b>\$115,125</b>	2023
<a href="#">Hope For Marian</a>	CA	\$47,912	President	\$12,000	<b>\$9,634</b>	2023
<a href="#">The Children's Hearing Institute Inc</a>	NY	\$38,851	Executive Director	\$3,000	<b>\$2,385</b>	2025
<a href="#">San Diego Brain Tumor Foundation</a>	CA	\$48,449	President & Ceo	\$20,000	<b>\$16,057</b>	2023
<a href="#">Pathways Foundation Of</a>	PA	\$38,659	Sr. Vp Of Finance	\$5,233	<b>\$4,713</b>	2024
<a href="#">Dare To Care Foundation Inc</a>	MD	\$50,271	Director	\$59,800	<b>\$50,488</b>	2024
<a href="#">Jewish Blind Of California Inc</a>	CA	\$36,680	Exec Director	\$18,480	<b>\$14,837</b>	2023
<a href="#">The Joshua Frase Foundation</a>	FL	\$51,271	President	\$54,855	<b>\$47,912</b>	2023
<a href="#">Vision Usa - The Ohio Vision</a>	OH	\$35,879	Secretary/tr	\$26,433	<b>\$26,030</b>	2023
<a href="#">Mha Of Greater Houston Foundation Inc</a>	TX	\$51,764	Ceo-mha	\$25,459	<b>\$23,678</b>	2023
<a href="#">The Enzo Martinez Foundation Inc</a>	FL	\$35,000	Director	\$11	<b>\$10</b>	2024
<a href="#">Stillbrave Childhood Cancer Foundation Inc</a>	VA	\$33,820	President	\$28,380	<b>\$24,746</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Cerebral Palsy Of Greater Cincinnati</a>	OH	\$30,736	Treasurer	\$3,460	<b>\$3,407</b>	2023
<a href="#">National Autism Center Inc</a>	MA	\$56,687	Chairperson	\$161,815	<b>\$131,316</b>	2024
<a href="#">Gerson G And Sandy F Eisenberg</a>	MD	\$29,913	President & Public Dir. Until 07/24	\$30,197	<b>\$25,495</b>	2024
<a href="#">Neurorecovery Learning Inc</a>	KY	\$57,728	Director	\$74,152	<b>\$71,945</b>	2024
<a href="#">Hand-n-hand Of Northeast Wj</a>	WI	\$57,977	President/tr	\$28,999	<b>\$27,350</b>	2024
<a href="#">Kidney Foundation Of Ohio - Group Return</a>	OH	\$58,008	Executive Director	\$24,194	<b>\$23,825</b>	2023
<a href="#">Vista Del Sol</a>	CA	\$58,076	Executive Director	\$26,967	<b>\$21,650</b>	2023
<a href="#">Autism-aspergers Support Inc</a>	IN	\$58,180	Secretary/tr	\$17,266	<b>\$16,444</b>	2024
<a href="#">Institute For Basic And</a>	MN	\$60,120	Executive Director	\$90,000	<b>\$82,683</b>	2023
<a href="#">Kidneys Quest Foundation Inc</a>	CA	\$61,198	President	\$20,488	<b>\$16,449</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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** 25 organizations. Compensation range \$10–\$131,316; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$43,623); for reference, expenses \$71,175 and assets \$454,433. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Tina Schott, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	4 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	48 <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 (Tina Schott) 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 25 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,500 is reasonable (approximately the 76<sup>th</sup> 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.