

Enrichment Center For The Blind And Visually Impaired

Executive Director / CEO

EIN 222241306
 NJ · NTEE G41Z
 FY ending 2024-07-31
June 9, 2026

This analysis benchmarks the total compensation of **Margaret H Graw, Executive Director / CEO** (\$25,704) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Margaret H Graw — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (G41Z).

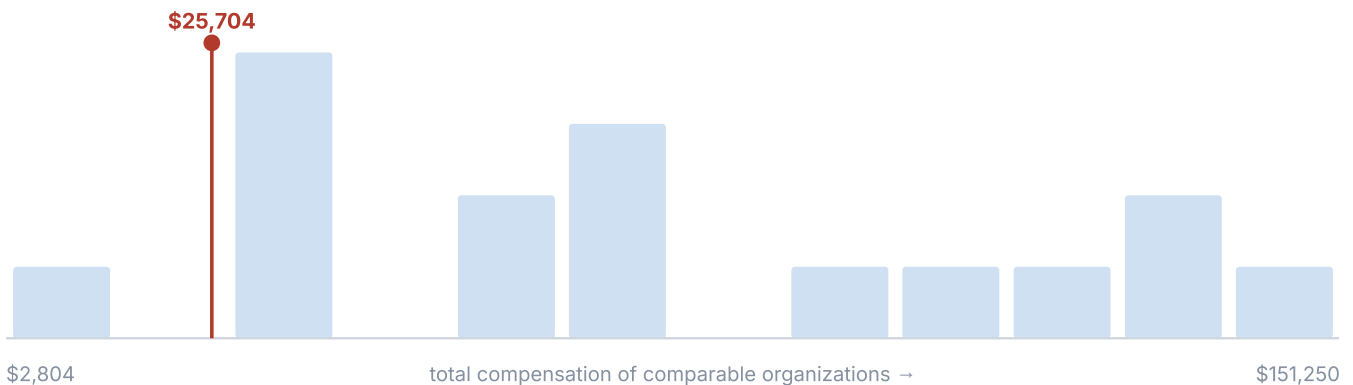
BUDGET Total revenue between \$149,446 and \$334,582 — 0.67x to 1.50x the subject's \$223,055 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (G41), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,926 10TH	\$38,378 25TH	\$73,894 MEDIAN	\$110,588 75TH	\$130,720 90TH	\$25,704 THIS ORG · 6TH
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\$25,704



■ 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 NJ 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
Mission Vision Inc	PA	\$219,644	Board Member	\$25,000	\$27,923	2024
American Society Of Ophthalmic Plastic	FL	\$227,357	Exec Director	\$35,000	\$37,914	2023
Community Services For Sight	PA	\$218,609	President/ceo	\$49,930	\$57,415	2023
Vision Resource Center	NC	\$229,796	Executive Director	\$62,962	\$72,865	2024
Hull Foundation And Learning	OR	\$231,509	Executive Di	\$52,500	\$54,606	2024
Cedar Springs Vision Inc	TX	\$236,404	President/director	\$67,308	\$75,410	2024
Houston Lighthouse Foundation Inc	TX	\$208,760	President	\$24,213	\$27,929	2023
Blindsight Delaware Inc	DE	\$205,368	Executive Di	\$84,187	\$95,053	2023
Lifesight	SD	\$259,141	Executive Director	\$98,182	\$121,362	2024
Federation Center Of The Blind	SC	\$183,953	Executive Director	\$32,031	\$38,532	2023
Maine Society Of Eye	ME	\$171,786	Mseps Exec.	\$2,500	\$2,804	2024
Community Center For The Blind	CA	\$276,926	Exec Director	\$75,246	\$74,923	2023
Visual Compassion Inc	TX	\$283,424	Ceo	\$135,000	\$151,250	2024
Vision Outreach International Inc	MI	\$303,002	Executive Director	\$89,898	\$106,996	2023
Charity Of The Eye Care Network	CA	\$311,331	Ceo/president	\$132,619	\$132,049	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Support Sight Foundation	PA	\$329,158	Director	\$115,846	\$129,391	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 16 organizations. Compensation range \$2,804–\$151,250; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$223,055); for reference, expenses \$238,460 and assets \$94,636.

ROLE MATCH Margaret H Graw, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	6 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	6 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 (Margaret H Graw) 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 16 similarly situated organizations (Same NTEE sector (G41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,704 is reasonable (approximately the 6th 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.