

Volunteers In Medicine - San Diego Inc

Executive Director / CEO

EIN 260057391
 CA · NTEE E30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sonya Caruso, Executive Director / CEO** (\$80,750) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Sonya Caruso — 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 (E30).
BUDGET	Total revenue between \$234,209 and \$524,349 — 0.67x to 1.50x the subject's \$349,566 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,464	\$45,980	\$68,337	\$98,965	\$140,228	\$80,750
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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 CA 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
Barton Medical Foundation	CA	\$347,273	Chair/ceo	\$54,047	\$55,643	2023
Harvest Free Medical Clinic	SC	\$345,104	Chairman	\$70,000	\$84,571	2024
We Care Manatee Inc	FL	\$336,455	Executive Dir.	\$88,716	\$96,516	2024
Healing Shepherd Clinic	TX	\$333,405	President/ceo Of Ugm-tc	\$267,912	\$319,526	2023
Reach Medical Pllc	NY	\$371,970	President & Ceo	\$35,853	\$38,627	2023
Choices Medical Clinic Inc	KS	\$324,372	Executive Director	\$52,500	\$67,624	2023
Partners In Exceptional Care	IA	\$375,334	Foundation Director	\$35,760	\$46,683	2023
Ccmc Corporation	CT	\$322,320	Director - President/ceo	\$46,672	\$50,678	2024
Unseen Hand Medicine From Anti	ME	\$378,980	President	\$82,500	\$95,669	2024
Celina Pro Health	OH	\$311,414	President	\$40,654	\$49,865	2024
Md-1 Program Inc	NJ	\$310,674	President & Ceo	\$81,600	\$86,864	2023
Nizhoni Smiles Inc	NM	\$395,891	President	\$55,804	\$69,508	2024
Services Maximizing Independent Living	AZ	\$398,142	Interim Ex Dir	\$89,590	\$99,781	2024
Ashland Christian Health Center Inc	OH	\$300,832	Executive Di	\$44,000	\$53,969	2024
Tok Community Clinic Inc	AK	\$299,246	Secretary/tr	\$11,050	\$12,595	2023
New Creation Healing Center Inc	NH	\$407,476	Coo/secretar	\$68,871	\$73,646	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Colorado Mission Of Mercy	CO	\$288,839	Executive Director	\$59,925	\$68,509	2023
Nelson County Community Clinic Inc	KY	\$288,544	Executive Director	\$34,881	\$44,680	2023
Risen Wellness	TN	\$288,010	President	\$131,924	\$160,591	2024
World Health Dental Organization	WA	\$282,073	Executive Director	\$50,004	\$51,846	2024
Behome Partners	PA	\$279,692	Chairman	\$39,302	\$46,730	2023
San Joaquin Family Healthcare	CA	\$279,284	Cfo	\$3,043	\$3,043	2024
Prasad Children's Dental Health Program	NY	\$422,273	Program Administrator	\$21,946	\$22,966	2024
Endorphin Power Company	NM	\$276,372	Executive Di	\$61,316	\$76,374	2024
Palmetto Community Health Care	SC	\$425,977	Executive Dir.	\$50,340	\$62,615	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	50 organizations. Compensation range \$3,043–\$710,124; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$349,566); for reference, expenses \$300,642 and assets \$290,714.
ROLE MATCH	Sonya Caruso, reported title <i>"Executive Director"</i> , 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 3 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	64 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	46 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 (Sonya Caruso) 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 50 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,750 is reasonable (approximately the 64th 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.