

This analysis benchmarks the total compensation of **Ronda Gusinsky, Executive Director / CEO** (\$98,182) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Ronda Gusinsky — 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 (G41Z).

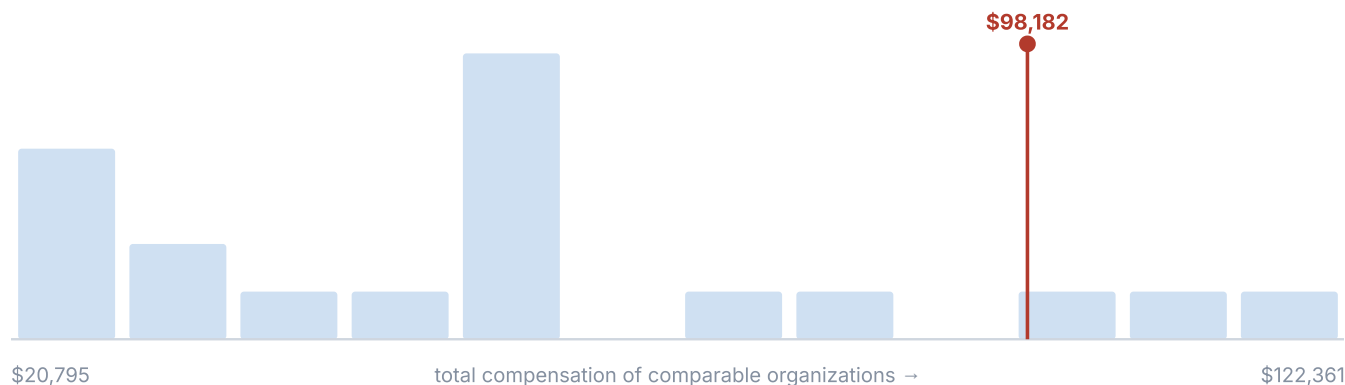
BUDGET Total revenue between \$173,624 and \$388,711 — 0.67x to 1.50x the subject's \$259,141 (the band tightens as size grows).

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

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,593	\$30,922	\$60,219	\$69,171	\$105,107	\$98,182
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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 SD 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
Community Center For The Blind	CA	\$276,926	Exec Director	\$75,246	\$60,613	2023
Cedar Springs Vision Inc	TX	\$236,404	President/director	\$67,308	\$61,007	2024
Visual Compassion Inc	TX	\$283,424	Ceo	\$135,000	\$122,361	2024
Hull Foundation And Learning	OR	\$231,509	Executive Di	\$52,500	\$44,176	2024
Vision Resource Center	NC	\$229,796	Executive Director	\$62,962	\$58,947	2024
American Society Of Ophthalmic Plastic	FL	\$227,357	Exec Director	\$35,000	\$30,672	2023
Enrichment Center For The Blind And Visually Impaired	NJ	\$223,055	Director	\$25,704	\$20,795	2024
Mission Vision Inc	PA	\$219,644	Board Member	\$25,000	\$22,590	2024
Community Services For Sight	PA	\$218,609	President/ceo	\$49,930	\$46,449	2023
Vision Outreach International Inc	MI	\$303,002	Executive Director	\$89,898	\$86,560	2023
Houston Lighthouse Foundation Inc	TX	\$208,760	President	\$24,213	\$22,594	2023
Charity Of The Eye Care Network	CA	\$311,331	Ceo/president	\$132,619	\$106,828	2023
Blindsight Delaware Inc	DE	\$205,368	Executive Di	\$84,187	\$76,898	2023
The Support Sight Foundation	PA	\$329,158	Director	\$115,846	\$104,677	2024
Federation Center Of The Blind	SC	\$183,953	Executive Director	\$32,031	\$31,172	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chautauqua Blind Association Inc	NY	\$340,650	Executive Director	\$73,548	\$60,219	2024
Better Vision Better Hope	TX	\$347,733	President	\$30,000	\$27,191	2024
Servants For Sight	SC	\$353,090	Executive Director	\$65,000	\$61,443	2024
Theater Breaking Through Barriers Corp	NY	\$383,614	Director/ceo	\$74,902	\$61,328	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	19 organizations. Compensation range \$20,795–\$122,361; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$259,141); for reference, expenses \$361,000 and assets \$2,745,748.
ROLE MATCH	Ronda Gusinsky, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	84th
Total compensation (D + F), as reported (no adjustments)	84th

Reportable pay only (column D), adjusted

89th

All sources (D + E + F), adjusted

79th

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 (Ronda Gusinsky) 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 19 similarly situated organizations (Same NTEE sector (G41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,182 is reasonable (approximately the 84th 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.