

Better Vision Better Hope

Executive Director / CEO

EIN 463723564

TX · NTEE G41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gayle Daniels, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **352** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

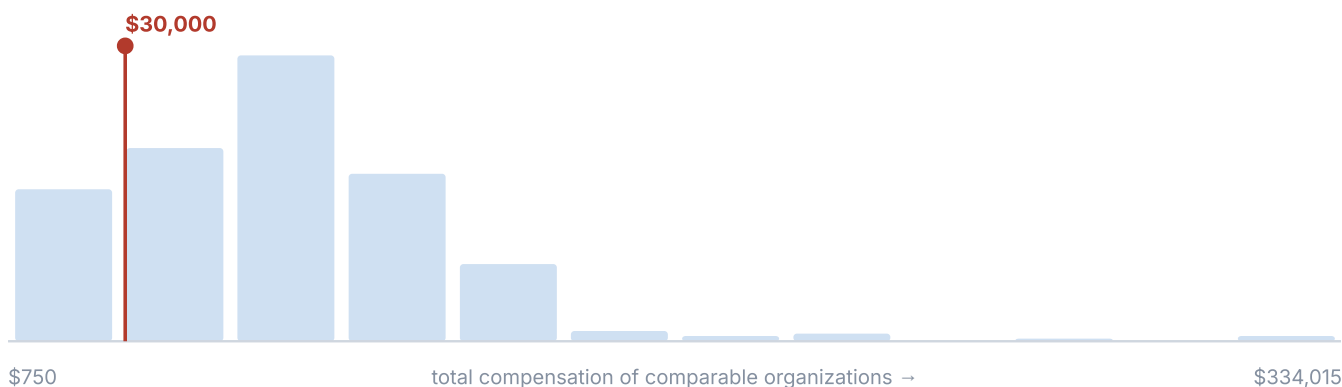
Benchmarked executive: Gayle Daniels — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G41).
BUDGET	Total revenue between \$232,981 and \$521,599 — 0.67x to 1.50x the subject's \$347,733 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

352 organizations qualified on sector, size, and geography → **352** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,125	\$39,305	\$66,943	\$89,180	\$115,473	\$30,000
----------	----------	----------	----------	-----------	----------



■ 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 TX 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
Oral Cancer Foundation Hill	NM	\$347,299	President	\$70,000	\$75,265	2024
Autism Project Inc	MD	\$348,170	Director	\$95,723	\$92,106	2023
Michigan Institute Of Urology Men's	MI	\$347,122	Executive Director	\$75,000	\$79,674	2023
Fxb Usa Inc	NY	\$346,549	Program Strategy & Innovation	\$120,000	\$108,401	2024
Fatty Liver Foundation	ID	\$349,373	Executive Director	\$112,000	\$119,107	2024
Sickle Cell 101	CA	\$349,501	Executive Director	\$38,800	\$34,483	2023
Well Being Development	MN	\$345,334	Executive Director	\$28,700	\$28,350	2024
Society For Education In Anesthesia	WI	\$350,940	Director (Thru Nov 2023)	\$1,000	\$1,075	2023
Sarah's House Of Maine	ME	\$351,019	Executive Di	\$64,500	\$66,473	2023
Medical Fitness Education Foundation	CA	\$344,102	Ceo	\$100,000	\$86,323	2024
Sawyers Wish	OH	\$343,750	Director Of Development	\$81,571	\$88,920	2023
Progressive Familial Intrahepatic Cholestasis	KY	\$352,401	Co-founder Executive Director	\$71,000	\$76,256	2024
The National Witness Project Inc	NY	\$352,895	Executive Director	\$70,000	\$65,102	2023
Servants For Sight	SC	\$353,090	Executive Director	\$65,000	\$67,790	2024
Mcore Foundation	OH	\$342,160	Executive Di	\$75,338	\$82,126	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chautauqua Blind Association Inc	NY	\$340,650	Executive Director	\$73,548	\$66,439	2024
Habilitation Information Vocation	KY	\$340,605	President & Ceo	\$34,877	\$37,459	2024
Legacy Of Hope	PA	\$340,430	President	\$62,500	\$66,778	2022
Down For Dance	CA	\$355,570	Artistic Director/board Member	\$63,898	\$55,159	2024
United Cerebral Palsy Of Central Florida	FL	\$339,669	Director	\$8,927	\$8,168	2025
Power Access Inc	FL	\$339,295	Executive Director	\$49,070	\$44,895	2025
Cancer Patient Support Program	VT	\$338,908	Exec Director	\$75,098	\$75,564	2024
Riding On Insulin	AK	\$338,861	Executive Di	\$50,961	\$48,706	2024
Connecticut Oral Health Initiative Inc	CT	\$357,422	Executive Dir.	\$81,089	\$76,006	2024
Family Dental Care	UT	\$357,530	President/treasurer	\$27,684	\$29,162	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **352** organizations. Compensation range \$750–\$334,015; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$347,733); for reference, expenses \$359,002 and assets \$84,718.

ROLE MATCH	Gayle Daniels, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	14 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 (Gayle Daniels) 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 352 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 18th 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.