

Federation Center Of The Blind

Executive Director / CEO

EIN 570787174
 SC · NTEE G41Z
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **David Houck, Executive Director / CEO** (\$32,031) against **every comparable organization** that fit the selection criteria — **222** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

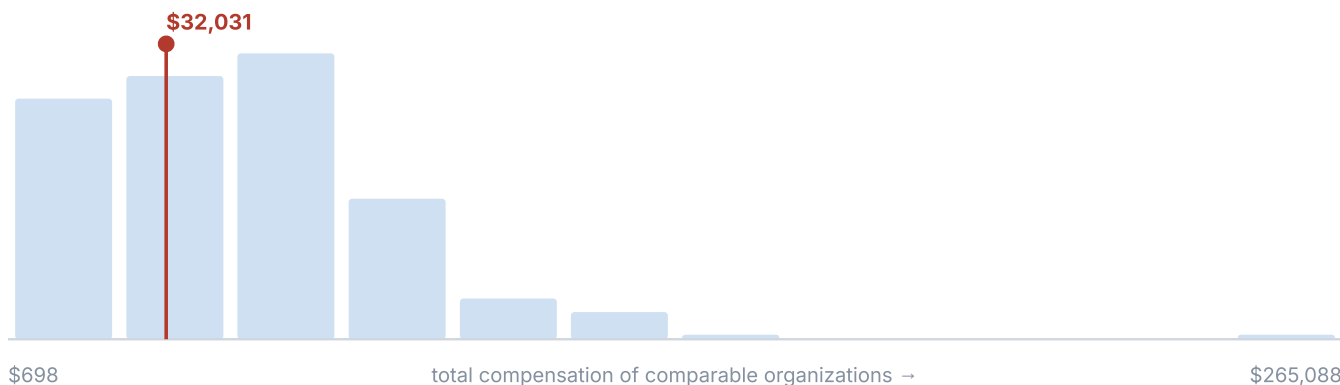
Benchmarked executive: David Houck — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G41Z).
BUDGET	Total revenue between \$123,248 and \$275,929 — 0.67x to 1.50x the subject's \$183,953 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

222 organizations qualified on sector, size, and geography → **222** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,131	\$23,310	\$45,049	\$65,213	\$83,332	\$32,031
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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 SC 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
Ms 4 Ms	MD	\$184,294	Ceo/director	\$12,000	\$10,446	2024
Texas Podiatric Medical Foundation	TX	\$183,446	Executive Director	\$21,600	\$20,117	2024
The Chip Miller Charitable Foundation	PA	\$182,848	Board Member	\$8,714	\$8,091	2024
Candor Nc	NC	\$182,134	Executive Director	\$19,250	\$19,066	2023
Autism Society Of America Foundation	MD	\$181,121	President And Ceo	\$52,831	\$45,986	2024
Ovarian Cancer Alliance Of Oregon And Sw	WA	\$187,042	Executive Director	\$84,505	\$70,442	2024
Ovarian Cancer Project Inc	NY	\$180,466	Executive Dir.	\$54,916	\$46,202	2024
Kidney Foundation Of Central Pa	PA	\$180,385	Execuitive Director	\$68,900	\$65,861	2023
Pop Earth Corporation	NY	\$179,952	Executive Di	\$60,000	\$50,480	2024
Gwendolyn's Gifts	MO	\$188,236	Executive Director	\$50,000	\$49,307	2024
Chestor House Inc	CO	\$179,566	President	\$1,875	\$1,674	2024
Cincinnati Concours D'elegance Foundation	OH	\$189,220	Executive Director	\$75,000	\$73,959	2024
Armer Foundation For Kids	AZ	\$189,254	Founder	\$40,192	\$35,988	2024
West Virginia Breast Health Initiative	WV	\$189,363	Executive Director	\$54,245	\$56,299	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Manes & Miracles At Chaffee Crossing	AR	\$178,339	Executive Director	\$17,000	\$17,791	2024
National Kidney Services Inc	GA	\$189,734	Dir, President	\$12,000	\$11,234	2024
Carolina Children's Charity Inc	SC	\$190,165	Executive Director	\$91,455	\$88,831	2024
Friendship Circle Of Va	VA	\$176,021	Executive Dir.	\$30,600	\$28,321	2023
The Connecticut Orthopaedic Society	CT	\$175,799	Executive Di	\$65,654	\$59,006	2023
Hope In Pain Inc	CA	\$175,432	President	\$12,025	\$9,953	2023
412 Thrive	PA	\$175,282	Executive Dir.	\$14,000	\$13,383	2023
One Step Closer Therapeutic	CA	\$174,828	Vp/secretary	\$53,000	\$42,610	2024
East Tennessee Kidney Foundation Inc	TN	\$174,597	Executive Director	\$73,181	\$69,773	2025
Marthas Ranch Foundation	TX	\$174,460	Executive Dir.	\$25,038	\$24,008	2023
Sensational Fun Inc	NY	\$193,991	Executive Director	\$26,750	\$23,170	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 222 organizations. Compensation range \$698–\$265,088; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$183,953); for reference, expenses \$158,620 and assets \$101,910.

ROLE MATCH	David Houck, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	36 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	33 rd

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 (David Houck) 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 222 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,031 is reasonable (approximately the 36th 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.