

The Equus Effect Inc

Executive Director / CEO

EIN 452632601
 CT · NTEE F30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jane Strong, Executive Director / CEO** (\$31,665) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

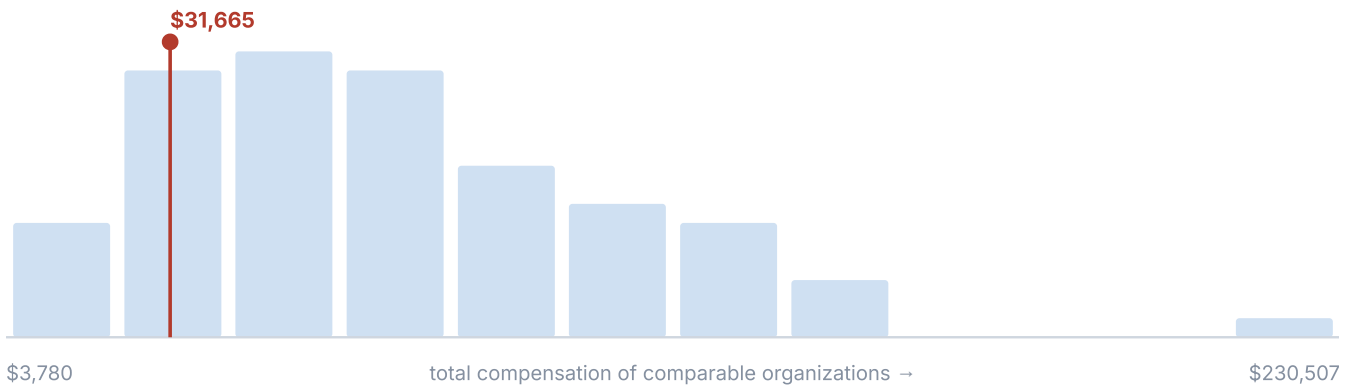
Benchmarked executive: Jane Strong — reported title “EXECUTIVE DIRECTOR/BOARD M”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$263,459 and \$589,834 — 0.67x to 1.50x the subject's \$393,223 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

75 organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,151	\$37,971	\$69,072	\$89,634	\$127,928	\$31,665
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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 CT 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
The Barbara Stone Foundation	SC	\$397,466	Executive Director	\$81,000	\$87,802	2025
911 At Ease International Inc	CA	\$387,928	Secretary	\$75,000	\$69,072	2024
Electric City Counseling	PA	\$403,486	President/ceo	\$101,105	\$107,534	2024
Mental Health Association Of	VA	\$382,845	Executive Di	\$109,972	\$113,248	2024
Grace Christian Counseling Center	MS	\$405,957	Executive Director	\$58,325	\$71,328	2023
Warrior Built Foundation Inc	CA	\$406,983	President	\$35,102	\$32,328	2024
Care Counselors Incorporated	CA	\$407,349	Director, President	\$94,948	\$90,027	2023
Steps With Horses	TX	\$375,071	Executive Director	\$103,067	\$109,959	2024
Partners In-kind	MO	\$371,154	Co-exe Director	\$128,779	\$145,473	2024
R & B Counseling Corp Nfp	IL	\$369,875	Chair	\$50,750	\$54,785	2023
Carter Issac Enterprises Inc	IN	\$418,210	Board Member	\$61,461	\$69,127	2024
Good Grief Of Northwest Ohio Inc	OH	\$367,964	Managing Director	\$69,502	\$78,512	2024
Katies Place Clubhouse	PA	\$364,373	President And Ceo	\$15,138	\$15,686	2025
Rise Corp	MI	\$422,111	President	\$91,355	\$100,568	2024
Windhorse Guild Inc	CO	\$363,946	Executive Director	\$86,038	\$87,990	2024
Nami Lake County Oh	OH	\$363,723	Executive Director	\$47,500	\$55,242	2023
Margin To Center Consulting	WA	\$423,522	Executive Dir.	\$24,423	\$23,321	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mercy House Of Meadville Inc	PA	\$425,491	President	\$71,413	\$78,197	2023
Community Counseling Center Of Central	CT	\$430,983	Clinical Direct	\$75,010	\$77,226	2023
21 Roots Farm	MN	\$433,211	Cofounder Board	\$26,667	\$28,934	2023
Rise Homes	NV	\$350,474	President	\$9,025	\$9,934	2023
Inner Journey Healing Arts Center	OR	\$348,937	Secretary Treasurer	\$58,075	\$56,038	2025
The Transition House Of Indiana Inc	FL	\$346,921	Ceo	\$3,773	\$3,780	2024
East Nashville Wellness Center	TN	\$444,298	Cmo/president	\$99,198	\$111,209	2024
Yuan Tze Ren Xue Center	CA	\$444,743	President/board Member	\$52,000	\$47,890	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 75 organizations. Compensation range \$3,780–\$230,507; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$393,223); for reference, expenses \$347,380 and assets \$978,350.

ROLE MATCH Jane Strong, reported title *"EXECUTIVE DIRECTOR/BOARD M"*, 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 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	13 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	11 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 (Jane Strong) 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 75 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,665 is reasonable (approximately the 13th 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.