

# Mapping Your Future

Executive Director / CEO

EIN 460458615  
 TX · NTEE B99  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Catherine Mueller, Executive Director / CEO** (\$101,280) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

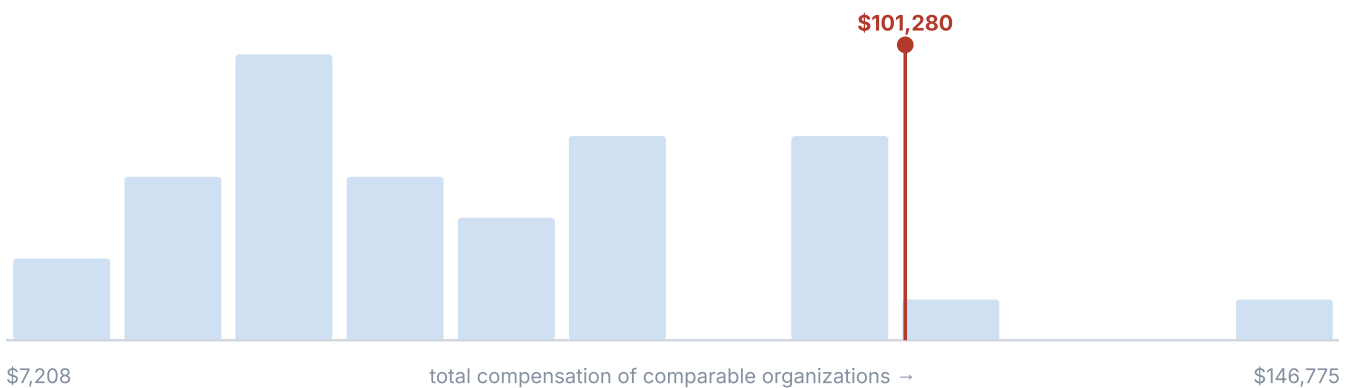
**Benchmarked executive:** Catherine Mueller — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$196,338 and \$439,564 — 0.67x to 1.50x the subject's \$293,043 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + TX + budget 0.67–1.5x revenue.

**32** organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,279	\$34,054	\$52,112	\$72,853	\$96,067	<b>\$101,280</b>
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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 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
<a href="#">Red Salmon Arts</a>	TX	\$293,557	Executive Dir.	\$62,700	<b>\$60,901</b>	2024
<a href="#">Capacity Catalyst</a>	TX	\$298,161	Executive Director	\$40,625	<b>\$40,625</b>	2023
<a href="#">Private Schools Interscholastic Assn Inc</a>	TX	\$285,532	Executive Director	\$75,000	<b>\$72,848</b>	2024
<a href="#">Pegasus Media Project</a>	TX	\$301,363	Co-founder Exec Dir	\$55,978	<b>\$52,970</b>	2025
<a href="#">All Saints' Episcopal School Of Fort</a>	TX	\$282,677	Head Of School	\$33,050	<b>\$32,102</b>	2024
<a href="#">We Defend Truth</a>	TX	\$276,840	Founder & Ceo	\$72,800	<b>\$72,800</b>	2023
<a href="#">Winners Inc</a>	TX	\$271,992	President/director	\$100,000	<b>\$97,131</b>	2024
<a href="#">Explorium Denton Childrens Museum</a>	TX	\$320,020	Executive Dir.	\$40,080	<b>\$40,080</b>	2023
<a href="#">Tarrant Literacy Coalition</a>	TX	\$320,903	Executive Di	\$67,500	<b>\$65,563</b>	2024
<a href="#">Swan Impact Network Inc</a>	TX	\$262,320	Executive Director	\$23,000	<b>\$22,340</b>	2024
<a href="#">Childrens' Disabilities Information</a>	TX	\$325,779	President	\$45,000	<b>\$45,000</b>	2023
<a href="#">Cedar Hall Classical Academy</a>	TX	\$253,308	President	\$7,617	<b>\$7,208</b>	2025
<a href="#">Southern Bible Institute &amp; College</a>	TX	\$333,859	President	\$93,643	<b>\$93,643</b>	2023
<a href="#">Association Of Paroling Authorities</a>	TX	\$251,327	Executive Director	\$19,900	<b>\$19,900</b>	2023
<a href="#">Byrne Institute</a>	TX	\$249,283	Executive Director	\$70,000	<b>\$70,000</b>	2023
<a href="#">Career Gear Houston</a>	TX	\$240,960	Executive Director	\$20,050	<b>\$20,050</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Knitting Guild Association</a>	TX	\$349,095	Pres & Exec Dir	\$39,933	<b>\$38,787</b>	2024
<a href="#">Texas Youth Foundation</a>	TX	\$236,240	Founder & President	\$52,768	<b>\$51,254</b>	2024
<a href="#">Si Se Puede Schools</a>	TX	\$350,000	Exec Directo	\$146,775	<b>\$146,775</b>	2023
<a href="#">Youthlaunch Inc</a>	TX	\$232,340	Executive Director	\$108,333	<b>\$102,513</b>	2025
<a href="#">The Texas Diversity Council</a>	TX	\$354,062	Ceo	\$91,279	<b>\$88,660</b>	2024
<a href="#">Lyric Performing Arts Company Inc</a>	TX	\$356,051	Director	\$56,250	<b>\$56,250</b>	2023
<a href="#">Pivot Leadership Group</a>	TX	\$360,303	Executive Director	\$95,940	<b>\$93,187</b>	2024
<a href="#">W5yi Licensing Services Inc</a>	TX	\$365,305	President	\$29,015	<b>\$28,183</b>	2024
<a href="#">Corsicana Artist And Writer</a>	TX	\$218,446	Executive Di	\$33,800	<b>\$33,800</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	32 organizations. Compensation range \$7,208–\$146,775; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$293,043); for reference, expenses \$351,508 and assets \$244,849.
ROLE MATCH	Catherine Mueller, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	88 <sup>th</sup>

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 (Catherine Mueller) 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 32 similarly situated organizations (Same NTEE sector (B99) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,280 is reasonable (approximately the 94<sup>th</sup> 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.