

Grand Valley Equine Assisted

Executive Director / CEO

EIN 464083419

CO · NTEE B99

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Jay D Muller, Executive Director / CEO** (\$17,769) against **every comparable organization** that fit the selection criteria — **342** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

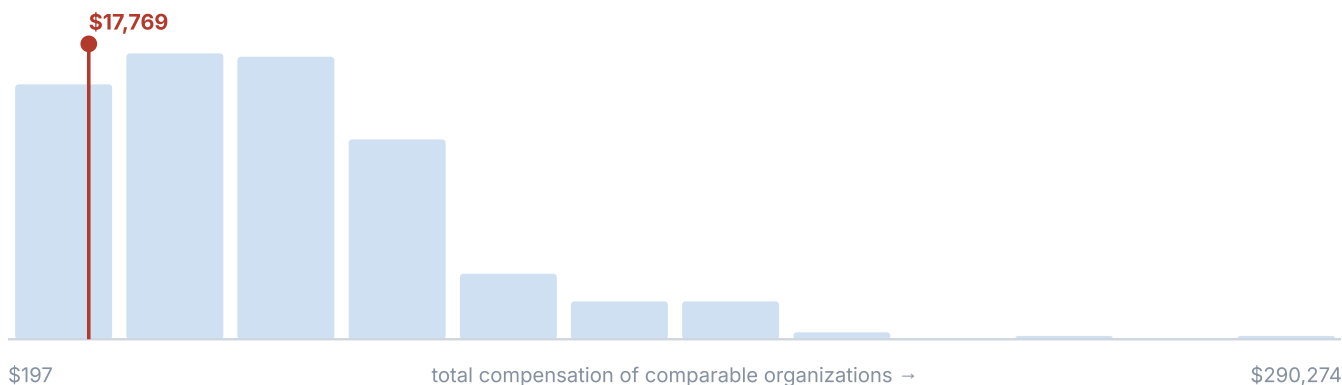
Benchmarked executive: Jay D Muller — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$156,646 and \$350,700 — 0.67x to 1.50x the subject's \$233,800 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

342 organizations qualified on sector, size, and geography → **342** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,399	\$30,413	\$51,188	\$77,845	\$108,442	\$17,769
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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 CO 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
Journalism And Women Symposium	MI	\$233,838	Executive Director	\$54,667	\$60,584	2023
Teachers Association Of Lee County	FL	\$233,694	Vice President	\$2,099	\$2,056	2024
New York State Science Olympiad Inc	NY	\$233,412	Treasurer	\$13,500	\$12,394	2025
Rising River Corporation	OH	\$234,698	Manager	\$44,950	\$49,651	2024
Mental Health Association Of Portland	OR	\$235,080	Secretary	\$41,232	\$41,112	2023
New Beginnings Pregnancy Services Inc	AR	\$232,407	Director	\$42,414	\$49,720	2024
Youthlaunch Inc	TX	\$232,340	Executive Director	\$108,333	\$110,101	2025
Bluegrass Institute For Public Policy So	KY	\$232,293	President	\$64,834	\$70,770	2025
Osiris Organization	MN	\$235,558	Executive Director	\$41,250	\$42,508	2024
Little Lobbyists Family Alliance	MD	\$231,498	Executive Director	\$80,000	\$78,000	2024
Texas Youth Foundation	TX	\$236,240	Founder & President	\$52,768	\$55,048	2024
Vehicle For Change Inc	OH	\$231,281	Executive Di	\$20,000	\$22,092	2024
Building From Below	NC	\$236,855	President	\$33,800	\$36,422	2024
Wikitongues Inc	NY	\$230,663	Executive Director	\$59,796	\$58,015	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Litcamp	CA	\$237,327	Executive Dir.	\$49,000	\$42,989	2025
The Partnership For Excellence	OH	\$229,942	President &	\$152,192	\$173,073	2023
South Dakota Education Equity Coalition	SD	\$237,679	Executive Director	\$146,490	\$168,605	2024
New York Theological Education Center Inc	NY	\$237,887	President	\$65,081	\$61,331	2024
Refugee Youth Solidarity Through Education	RI	\$238,134	Executive Director	\$80,000	\$80,000	2024
Lifewerks Inc	PA	\$229,096	President	\$3,000	\$3,120	2024
Unscripted Learning	CA	\$238,654	Executive Director	\$40,009	\$37,094	2023
Michigan Leagues Of Academic Games	MI	\$228,852	Executive Director	\$3,000	\$3,325	2023
Washington County Leadership	MD	\$239,160	Executive Di	\$94,136	\$91,783	2024
Pharmacy Leadership & Education	MI	\$239,271	Board Member	\$6,515	\$7,220	2023
Elim Childrens Center Inc	MN	\$239,451	President/ceo	\$137,532	\$141,725	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **342** organizations. Compensation range \$197–\$290,274; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$233,800); for reference, expenses \$217,780 and assets \$2,053,255.
ROLE MATCH	Jay D Muller, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	17 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	15 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 (Jay D Muller) 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 13, 2026, comparing compensation against 342 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,769 is reasonable (approximately the 17th 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 13, 2026.