

Still Waters Equestrian Academy

Executive Director / CEO

EIN 464343429

NE · NTEE E50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Stueck, Executive Director / CEO** (\$55,520) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

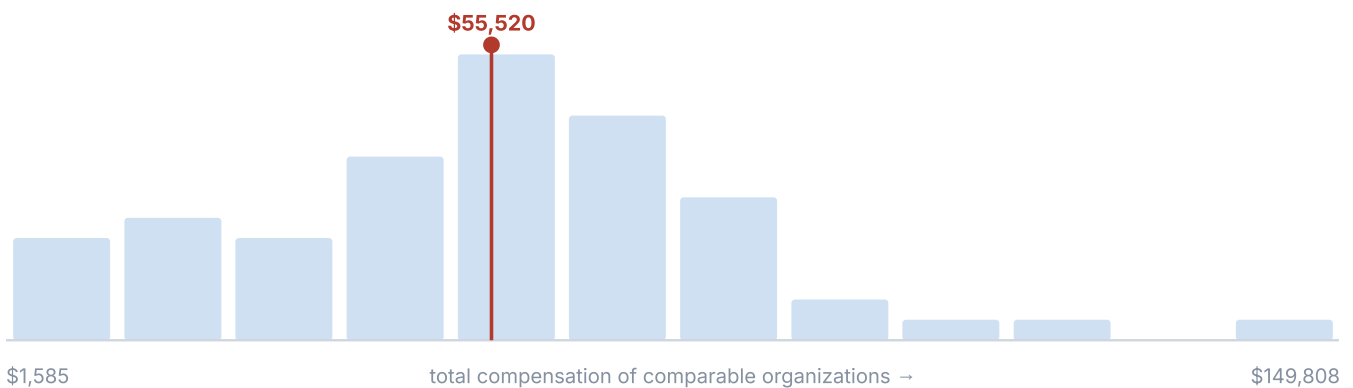
Benchmarked executive: Laura Stueck — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E50).
BUDGET	Total revenue between \$307,926 and \$689,388 — 0.67x to 1.50x the subject's \$459,592 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E50), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,126	\$38,612	\$55,556	\$72,062	\$85,064	\$55,520
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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 NE 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 Barn At Spring Brook Farm Inc	PA	\$458,188	Vice Preside	\$1,710	\$1,585	2024
Sunflower Adult Day Services Inc	KS	\$455,518	Executive Di	\$70,421	\$72,823	2023
Caring With Compassion Community	WA	\$454,346	President	\$100,000	\$83,241	2024
Cassidy's Cause Therapeutic Riding	KY	\$453,099	Exec Dir/secretary	\$42,266	\$42,219	2024
Majestic Hills Ranch Foundation	MN	\$451,868	Executive Di	\$57,885	\$54,750	2023
High & Mighty Therapeutic Riding	NY	\$432,029	Executiver Director	\$76,767	\$64,496	2024
Warrior Salute Veteran Services Inc	NY	\$490,596	Chief Executive Officer	\$24,419	\$20,516	2024
Gaylord Farm Rehabilitation Center Inc	CT	\$425,761	President & Ceo	\$20,785	\$18,119	2024
Destination Rehab	OR	\$496,199	Executive Di	\$73,218	\$65,085	2023
Its My Life Inc	PA	\$421,481	Ceo	\$31,384	\$29,099	2024
Wood County Society Inc	WV	\$497,760	Executive Director	\$78,221	\$78,744	2024
Natures Edge Therapy Center Inc	WI	\$419,248	Secretary	\$10,000	\$9,996	2023
Mind&melody Inc	FL	\$504,885	President&ex	\$34,925	\$30,505	2024
Timeslips Creative Storytelling Inc	WI	\$506,747	Executive Director	\$76,245	\$76,221	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Texas Rehabilitation Services	TX	\$509,562	President	\$80,043	\$74,443	2024
The Adaptive Learning Center For Infants	GA	\$515,227	Executive Director	\$72,500	\$69,778	2023
Horses With Hope Inc	PA	\$401,660	Executive Director	\$65,001	\$60,268	2024
Spurs Therapeutic Riding Center Inc	SD	\$401,581	Executive Director	\$53,000	\$55,990	2023
Vip Neurorehabilitation Center	CA	\$400,040	Executive Di	\$69,167	\$57,170	2023
Warrior Ranch Foundation Inc	NY	\$395,902	President	\$21,650	\$18,189	2024
Cornerstone Pediatric Rehabilitation	IN	\$527,138	Director	\$29,552	\$29,831	2023
Believe It Foundation	TX	\$528,209	Program Director	\$72,000	\$68,941	2023
Leaps And Sounds Pediatric Rehabilitation	OH	\$385,091	Voting Member	\$66,060	\$65,053	2024
People & Animal Learning Services	IN	\$537,481	Executive Director	\$57,680	\$56,554	2024
Therapy Dogs International Inc	NJ	\$380,069	President	\$140,000	\$119,649	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 **62** organizations. Compensation range \$1,585–\$149,808; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$459,592); for reference, expenses \$428,513 and assets \$300,876.
ROLE MATCH	Laura Stueck, reported title " <i>DIRECTOR</i> ", 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	6 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	50 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	40 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 (Laura Stueck) 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 62 similarly situated organizations (Same NTEE sector (E50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,520 is reasonable (approximately the 50th 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.