

# Gahanna-jefferson Education Foundation

Executive Director / CEO

EIN 810576974

OH · NTEE B12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tricia Mueller, Executive Director / CEO** (\$19,986) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 21<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Tricia Mueller — 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 (B12).

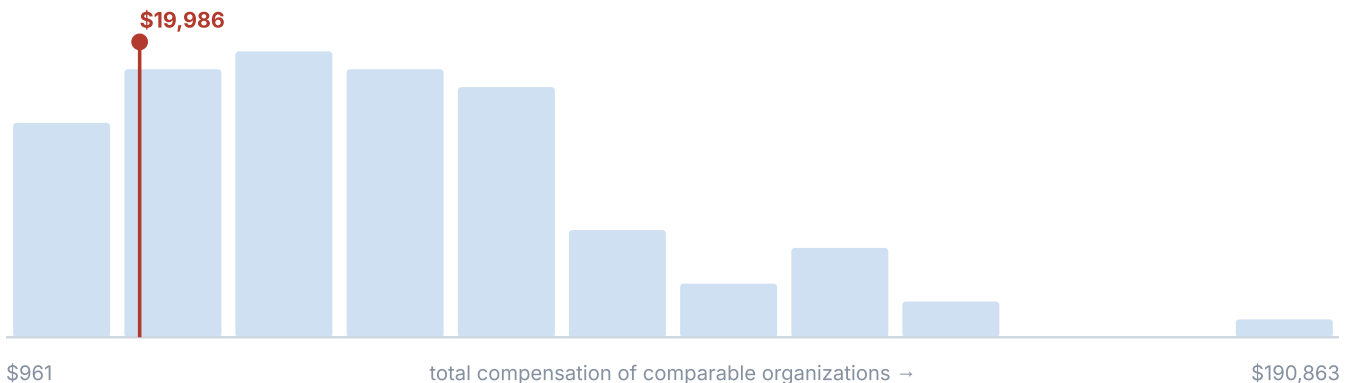
**BUDGET** Total revenue between \$255,234 and \$571,420 — 0.67x to 1.50x the subject's \$380,947 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

**89** organizations qualified on sector, size, and geography

→ **89** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,439	\$26,868	\$50,212	\$73,686	\$100,686	\$19,986
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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 OH 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="#">Henry County Prevention Coalition</a>	TN	\$381,568	Director	\$61,135	<b>\$59,108</b>	2025
<a href="#">Dr Alvin R Calman Professorship</a>	NJ	\$384,807	Trustee	\$79,602	<b>\$67,103</b>	2024
<a href="#">Methacton Education Foundation</a>	PA	\$387,676	Executive Director	\$36,611	<b>\$35,488</b>	2023
<a href="#">Mcneil Band Boosters</a>	TX	\$388,412	Treasurer	\$7,793	<b>\$7,170</b>	2025
<a href="#">Foundation For Vision Rehabilitation</a>	NY	\$389,030	President & Ceo	\$52,008	<b>\$43,227</b>	2025
<a href="#">Angels Touch Inc</a>	GA	\$389,933	President	\$30,000	<b>\$29,321</b>	2023
<a href="#">Middle School Of The Arts Foundation</a>	FL	\$390,429	Executive Director	\$116,403	<b>\$100,584</b>	2025
<a href="#">Erats Thiel Building Company</a>	MN	\$391,746	Treasurer	\$66,725	<b>\$62,250</b>	2024
<a href="#">Kalamazoo Experiential Learning</a>	MI	\$392,689	President &	\$51,731	<b>\$50,413</b>	2024
<a href="#">Jacob And Clara Faber Community</a>	OH	\$366,746	President &	\$129,595	<b>\$129,595</b>	2024
<a href="#">Howard Co Public Schools Education Fndn</a>	MD	\$399,896	Executive Director	\$67,250	<b>\$61,114</b>	2023
<a href="#">Butte County Office Of Education</a>	CA	\$400,115	Trustee	\$37,846	<b>\$31,766</b>	2023
<a href="#">Zionsville Education Foundation Inc</a>	IN	\$360,985	Executive Dir.	\$48,825	<b>\$50,049</b>	2023
<a href="#">Malama Honua Public Charter School</a>	HI	\$359,146	Executive Di	\$20,182	<b>\$17,060</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Helena Education Foundation</a>	MT	\$407,493	Executive Director	\$80,640	<b>\$84,495</b>	2023
<a href="#">Waco Isd Education Foundation</a>	TX	\$353,927	Executive Director	\$79,385	<b>\$77,189</b>	2023
<a href="#">Sevier County Partners In Progress</a>	TN	\$353,505	Executive Di	\$57,174	<b>\$58,418</b>	2023
<a href="#">Educate2envision International Inc</a>	CA	\$351,294	Executive Dir.	\$61,589	<b>\$50,212</b>	2024
<a href="#">Cuny School Of Labor And Urban Studies</a>	NY	\$412,275	Executive Director (To Dec '23)	\$38,553	<b>\$32,892</b>	2024
<a href="#">Mission San Juan Bautista</a>	CA	\$348,704	Executive Director	\$63,000	<b>\$51,362</b>	2024
<a href="#">Magnet Educational Choice</a>	FL	\$348,303	Chief Executive Officer	\$21,760	<b>\$19,870</b>	2023
<a href="#">Legacy Scholars</a>	MI	\$344,615	Executive Director	\$8,583	<b>\$8,149</b>	2025
<a href="#">12tribe Films Foundation</a>	NY	\$418,314	Board Member	\$13,771	<b>\$11,749</b>	2024
<a href="#">Philadelphia Robotics Coalition Inc</a>	PA	\$418,401	Executive Director	\$80,000	<b>\$75,323</b>	2024
<a href="#">District 51 Foundation</a>	CO	\$418,802	Executive Di	\$20,558	<b>\$19,161</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **89** organizations. Compensation range \$961–\$190,863; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$380,947); for reference, expenses \$269,943 and assets \$5,647,880.
ROLE MATCH	Tricia Mueller, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 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	21 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Tricia 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 89 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,986 is reasonable (approximately the 21<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.