

Colorado Veterinary Medical Association

Executive Director / CEO

EIN 831631942

CO · NTEE F80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Diane Matt, Executive Director / CEO** (\$27,141) against **every comparable organization** that fit the selection criteria — **13** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Diane Matt — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (F80).

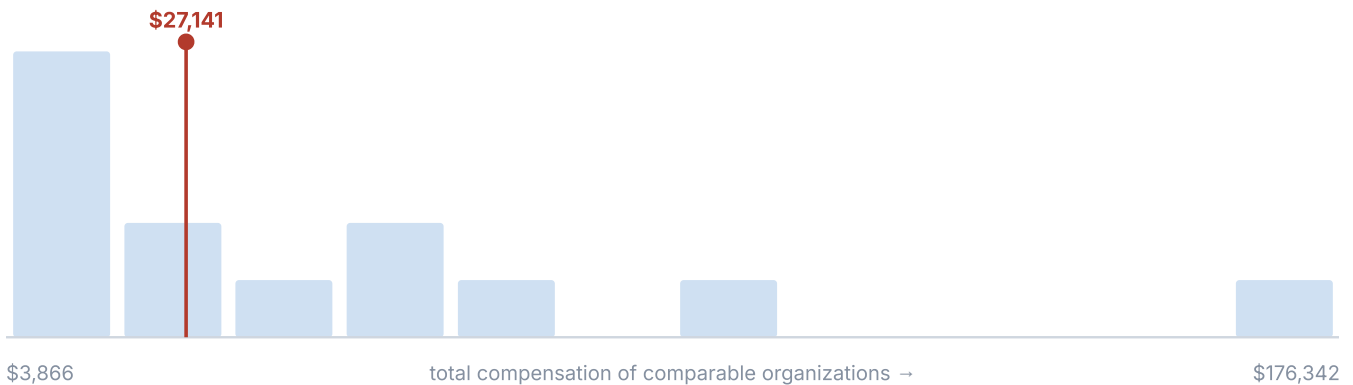
BUDGET Total revenue between \$15,025 and \$33,639 — 0.67x to 1.50x the subject's \$22,426 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

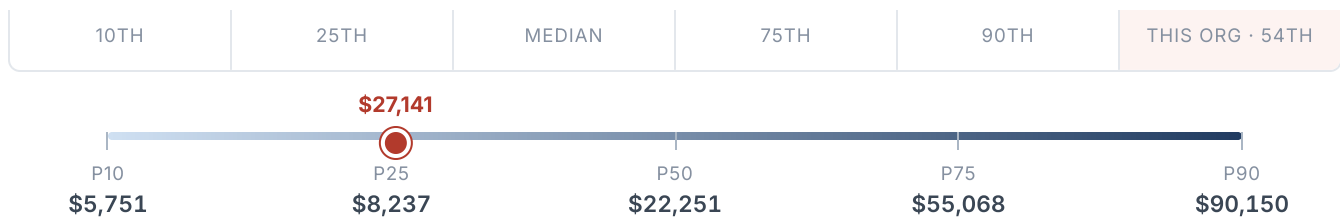
13 organizations qualified on sector, size, and geography

→ **13** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,751	\$8,237	\$22,251	\$55,068	\$90,150	\$27,141
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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
Devereux Cleo Wallace	CO	\$23,843	Chair, Treasurer, Trustee	\$33,001	\$33,001	2024
Miami Behavioral Health Center Inc	FL	\$20,000	Bchc Ceo	\$7,822	\$7,890	2023
Choices Inter-linking	TX	\$19,924	Coo	\$3,600	\$3,866	2023
Bay Life Services Inc	MD	\$19,694	Former President/director	\$68,921	\$69,183	2023
Riverton Road Inc	NJ	\$18,249	President	\$59,141	\$55,068	2024
Institute For Better Health Inc	CA	\$17,611	Executive Director/board M	\$24,000	\$22,251	2023
Healing Justice Foundation	MN	\$17,606	President	\$171,125	\$176,342	2024
Fountain House Of New Jersey Inc	NY	\$16,832	Ceo Eff. 9/22	\$15,395	\$14,937	2023
Janus Supportive Living Svcs Inc	ME	\$16,019	President	\$19,040	\$19,883	2024
Douglas Gardens Community Mental Health	FL	\$29,374	Chief Executive Officer	\$8,167	\$8,237	2023
Gls Legacy Inc	TX	\$30,057	President	\$5,000	\$5,216	2024
Dutchess Arc Foundation Inc	NY	\$30,091	Executive Director (Started 3/23)	\$51,546	\$50,011	2023
Grace Abounds	AR	\$31,164	Therapist- Executive Director	\$79,040	\$95,392	2023

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	13 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$3,866–\$176,342; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$22,426); for reference, expenses \$5,694 and assets \$1,161,094. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Diane Matt, reported title “CEO”, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	62 nd

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 (Diane Matt) 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 13 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,141 is reasonable (approximately the 54th 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.