

Pitzer College Costa Rica

Executive Director / CEO

EIN 320152376
 CA · NTEE B194
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Strom C Thacker, Executive Director / CEO** (\$88,447) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Strom C Thacker — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

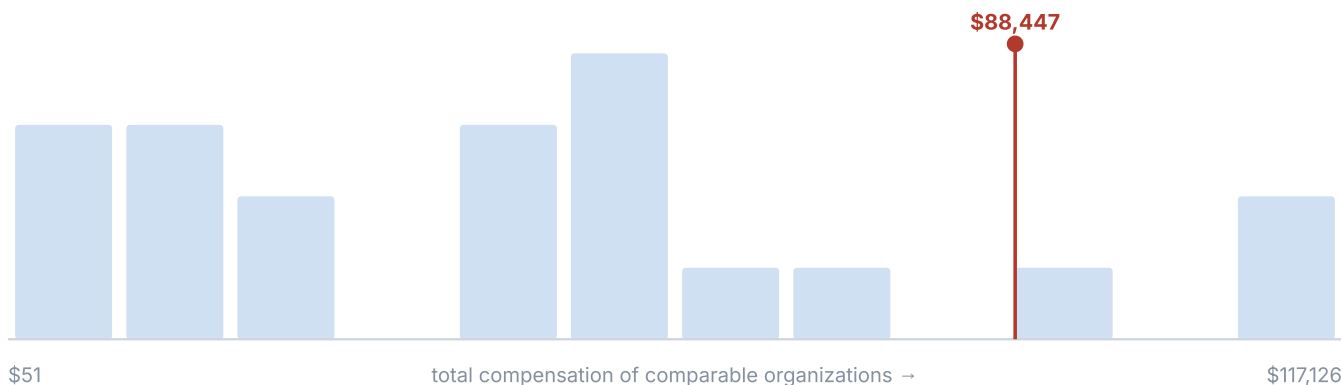
SECTOR Organizations sharing the subject's NTEE classification (B194).

BUDGET Total revenue between \$5,457 and \$12,217 — 0.67x to 1.50x the subject's \$8,145 (the band tightens as size grows).

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

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,668	\$17,132	\$46,778	\$60,049	\$91,519	\$88,447
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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 CA 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
International Cultural Exchange Inc	AR	\$8,000	Chairman Of The Board	\$89,977	\$117,126	2024
South Carolina Cattlemens Foundation Inc	SC	\$7,859	Exec Director	\$33,500	\$41,668	2023
Pennsylvania Public Education Foundation	PA	\$8,690	Executive Director	\$77,541	\$89,550	2024
Taller Creativo Inc	PR	\$9,066	Director	\$50	\$51	2023
Spirit Fire Meditative	VT	\$9,516	President	\$41,250	\$48,082	2024
The Buhite-dimino Corridor For Oral And	NY	\$9,793	President	\$70,388	\$71,761	2025
Graduate Center Foundation Housing	NY	\$6,406	Secretary	\$50,703	\$54,627	2023
The Corporation For Penn State	PA	\$6,380	President	\$56,351	\$65,078	2024
Whitworth Foundation	WA	\$6,377	University President	\$43,858	\$45,473	2024
Xkkf	AK	\$10,000	Executive Director	\$6,667	\$7,382	2024
String Theory Corporation	PA	\$6,220	Ceo	\$44,482	\$52,889	2023
Colorado School Of Mines Building Corporation	CO	\$10,070	President	\$98,377	\$109,243	2024
Blue Line Foundation	TX	\$6,000	Officer	\$48,000	\$55,605	2024
International Teachers Project Inc	RI	\$10,300	President	\$17,500	\$19,433	2024
Michigan Council Of Deliberation	MI	\$10,450	Former Secre	\$200	\$246	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ib Fund Us Inc	DC	\$5,800	Board Member	\$24,400	\$25,529	2023
Ever Scouts Education Foundation	DE	\$5,539	Executive Di	\$50,000	\$58,372	2023
Simonds Music And Technology Founda	CA	\$5,532	Treasurer	\$10,375	\$10,108	2025
Pacb Foundation	PA	\$11,406	President/ceo	\$18,372	\$21,844	2023
Readysetexcel Inc	CA	\$12,000	President	\$10,500	\$10,229	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	20 organizations. Compensation range \$51–\$117,126; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$8,145); for reference, expenses \$127,646 and assets \$1,869,592. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Strom C Thacker, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	85th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	75 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 (Strom C Thacker) 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 20 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,447 is reasonable (approximately the 85th 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.