

Copassion Inc

Executive Director / CEO

EIN 464922918

FL · NTEE B50

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Raymond Strickland Iii, Executive Director / CEO** (\$25,816) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Raymond Strickland Iii — 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 (B50).

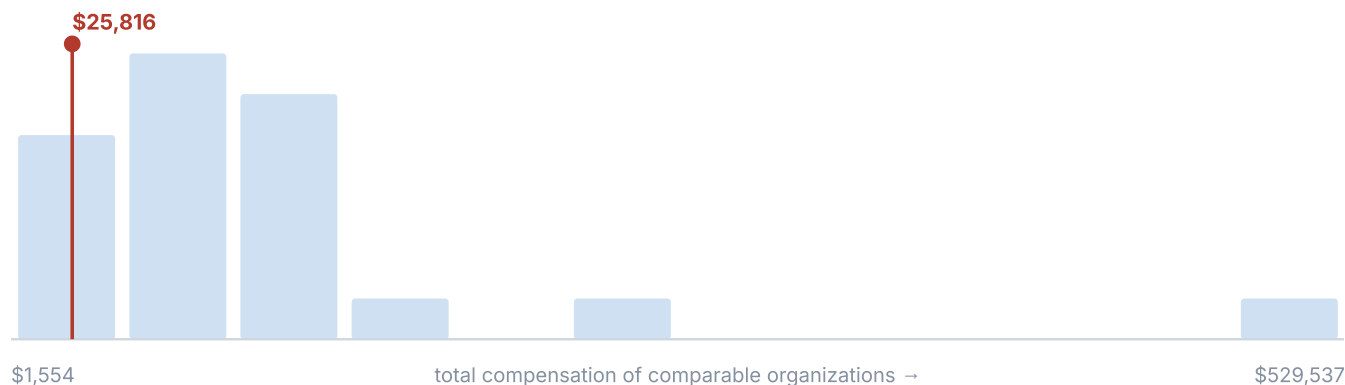
BUDGET Total revenue between \$209,408 and \$468,825 — 0.67x to 1.50x the subject's \$312,550 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B50), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,623

\$49,956

\$72,914

\$107,659

\$150,225

\$25,816



■ 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 FL 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
Leadership Institute Of Seattle	WA	\$324,094	President	\$114,574	\$115,393	2023
Jesse C Fletcher Seminary	TX	\$295,607	Legal Advisory	\$7,386	\$8,311	2023
Missional Training Center	AZ	\$292,172	President Until 9-2024	\$62,154	\$63,629	2025
South Central Wisconsin Area Health	WI	\$337,992	Executive Dir.	\$96,841	\$107,659	2025
Graduate Business Curriculum	MN	\$353,980	Executive Di	\$135,150	\$150,225	2023
Leadership Southern Maryland Inc	MD	\$260,332	Executive Di	\$47,500	\$49,956	2023
Research Institute For Housing America	DC	\$253,717	Riha Executive Director	\$54,930	\$52,668	2024
Toyota Technological Institute At Chicago	IL	\$385,536	President	\$478,816	\$529,537	2023
Cincinnati Psychoanalytic Institute	OH	\$387,260	Director	\$79,368	\$91,851	2024
Oregon Psychoanalytic Center	OR	\$219,306	Executive Dir.	\$87,623	\$91,537	2023
Henry Appenzeller University	CA	\$215,950	Ceo	\$1,600	\$1,554	2023
Heidelberg Theological Seminary	SD	\$417,954	President	\$93,500	\$116,081	2023
America Chinese Evangelical Seminary	CA	\$420,606	Accounting Officer	\$33,476	\$31,585	2024
Maitripa College	OR	\$421,618	President	\$83,004	\$86,712	2023
Nwa Industries For Education	AR	\$453,082	Executive Director	\$57,664	\$72,914	2023
Bridges Graduate School Of Cognitive Diversity In Education	CA	\$454,095	Coo	\$24,319	\$23,623	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christ Our Redeemer Seminary Inc	AL	\$459,218	President	\$57,023	\$69,300	2023
Pillar Seminary	NE	\$460,914	President	\$36,320	\$41,583	2025
Slavic Reformation Society	TX	\$461,512	Director	\$95,500	\$107,463	2023
Wildlife Science Center	MN	\$462,983	Executive Director	\$60,000	\$66,693	2023
Academy For The Love Of	NM	\$464,201	Mngr, & Gen.	\$189,240	\$228,965	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2025 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 FL 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	21 organizations. Compensation range \$1,554–\$529,537; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$312,550); for reference, expenses \$325,177 and assets \$80,087.
ROLE MATCH	Raymond Strickland Iii, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	14th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	10 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 (Raymond Strickland Iii) 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 21 similarly situated organizations (Same NTEE sector (B50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,816 is reasonable (approximately the 14th 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.