

Immigration Coalition Corporation

Executive Director / CEO

EIN 871018277

FL · NTEE R19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rondell Trevino, Executive Director / CEO** (\$53,000) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

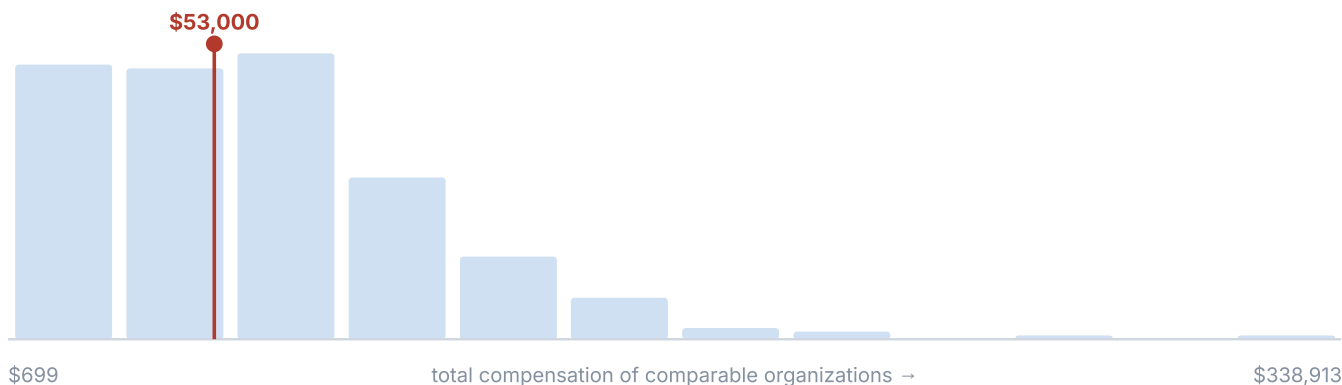
Benchmarked executive: Rondell Trevino — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R19).
BUDGET	Total revenue between \$147,333 and \$329,850 — 0.67x to 1.50x the subject's \$219,900 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

304 organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,854	\$29,711	\$59,931	\$91,856	\$122,932	\$53,000
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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 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
My Sisters Lighthouse A Nj Nonprofit	NJ	\$219,977	Executive Director	\$43,818	\$41,645	2024
Birthright Of St Joseph Inc	MI	\$220,359	President	\$78,000	\$85,701	2024
Casa Of Midwest Kentucky Inc	KY	\$220,428	Executive Di	\$59,788	\$66,614	2025
Casa Of North Arkansas	AR	\$221,089	Executive Director	\$25,831	\$30,111	2025
Montana Racial Equity Project	MT	\$218,498	Exec Director	\$60,701	\$71,709	2023
Eddy County Casa Auxiliary	NM	\$218,495	Executive Di	\$56,333	\$64,496	2024
Oregon Alliance To Prevent Gun Violence For Safety	OR	\$221,309	Executive Director	\$76,101	\$77,451	2023
San Bois Casa Inc	OK	\$218,393	Executive Director	\$41,369	\$48,490	2024
Capital Area Manufacturing Council	MI	\$221,660	Director	\$105,800	\$116,245	2024
Black Skeptics Los Angeles	CA	\$217,917	Board Member	\$1,308	\$1,202	2024
New Tolerance Campaign	AZ	\$217,821	President	\$67,500	\$69,102	2024
League Of Women Voters Of Massachusetts	MA	\$222,227	Executive Director	\$91,584	\$90,193	2023
Texas Coalition To Abolish The Death Penalty	TX	\$222,344	Executive Director	\$93,150	\$99,188	2024
Iowa Center For Children's Justice	IA	\$217,376	Executive Director	\$76,325	\$91,587	2023
North Dakota Family Alliance	ND	\$217,303	Executive Di	\$92,497	\$108,052	2024
Mississippi Faith Based Coalition For Community Renewal Inc	MS	\$222,524	Executive Director	\$55,300	\$67,498	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Collateral Consequences Resource Center	DC	\$217,125	Executive Director	\$156,500	\$150,507	2023
Sign Research Foundation	VA	\$223,203	Isa President/ceo	\$127,875	\$135,313	2023
Collaborative Connections	IL	\$223,338	Principal And Founder	\$130,000	\$136,047	2024
The Diverse Future Foundation Inc	NY	\$215,800	Director	\$40,000	\$39,612	2023
Mississippi Rising Coalition	MS	\$215,781	President	\$44,450	\$52,698	2024
Iowa Statewide Independent Living	IA	\$215,278	Former Executive Director	\$23,696	\$27,619	2024
Cultural Engagement Laboratory	CA	\$225,003	President (See Sched O)	\$7,565	\$7,159	2023
Stono Institute For Freedom Justice	FL	\$214,334	President	\$46,250	\$46,250	2024
Secular Coalition For America Inc	DC	\$214,141	Exec Director	\$60,656	\$56,660	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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 304 organizations. Compensation range \$699–\$338,913; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$219,900); for reference, expenses \$244,767 and assets \$258,171.

ROLE MATCH	Rondell Trevino, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	46 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	39 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 (Rondell Trevino) 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 304 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,000 is reasonable (approximately the 46th 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.