

Christ Our Redeemer Seminary Inc

Executive Director / CEO

EIN 872785358

AL · NTEE B50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carroll Hoffman Rhyne Iii, Executive Director / CEO** (\$57,023) 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 **38th** percentile of comparable organizations within the typical range

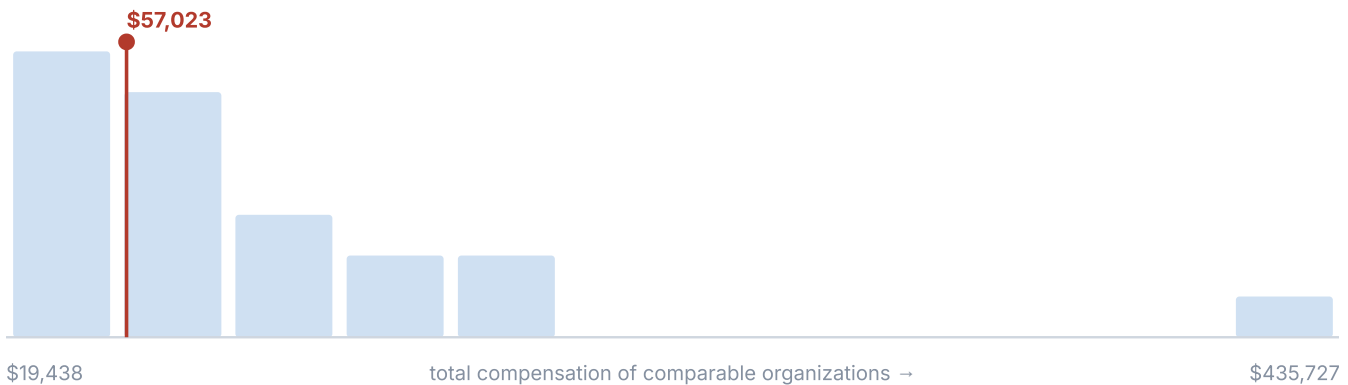
Benchmarked executive: Carroll Hoffman Rhyne Iii — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B50).
BUDGET	Total revenue between \$307,676 and \$688,827 — 0.67x to 1.50x the subject's \$459,218 (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



\$21,243	\$34,217	\$75,579	\$104,641	\$164,330	\$57,023
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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 AL 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
Pillar Seminary	NE	\$460,914	President	\$36,320	\$34,217	2025
Slavic Reformation Society	TX	\$461,512	Director	\$95,500	\$88,426	2023
Wildlife Science Center	MN	\$462,983	Executive Director	\$60,000	\$54,878	2023
Academy For The Love Of	NM	\$464,201	Mngr, & Gen.	\$189,240	\$188,403	2023
Bridges Graduate School Of Cognitive Diversity In Education	CA	\$454,095	Coo	\$24,319	\$19,438	2023
Nwa Industries For Education	AR	\$453,082	Executive Director	\$57,664	\$59,997	2023
California University - Silicon Valley	CA	\$484,875	President	\$43,950	\$34,121	2024
Maitripa College	OR	\$421,618	President	\$83,004	\$71,350	2023
America Chinese Evangelical Seminary	CA	\$420,606	Accounting Officer	\$33,476	\$25,990	2024
Heidelberg Theological Seminary	SD	\$417,954	President	\$93,500	\$95,516	2023
Irbs Theological Seminary	TX	\$528,022	President	\$116,350	\$104,641	2024
Cincinnati Psychoanalytic Institute	OH	\$387,260	Director	\$79,368	\$75,579	2024
Toyota Technological Institute At Chicago	IL	\$385,536	President	\$478,816	\$435,727	2023
Graduate Business Curriculum	MN	\$353,980	Executive Di	\$135,150	\$123,613	2023
Torah Temimah Jerusalem	MD	\$570,194	President An	\$52,050	\$43,751	2024
South Central Wisconsin Area Health	WI	\$337,992	Executive Dir.	\$96,841	\$88,587	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Master's Institute	MN	\$587,576	757 Martin Ave, Hudson, Wi 54016	\$24,000	\$20,772	2025
Leadership Institute Of Seattle	WA	\$324,094	President	\$114,574	\$94,951	2023
Copassion Inc	FL	\$312,550	President	\$25,816	\$21,243	2025
Redemption Seminary Inc	AZ	\$606,733	President	\$184,597	\$164,330	2023
The Nalp Foundation For Law Career Research And Education	MA	\$644,700	President & Ceo	\$191,143	\$154,430	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2023 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 AL 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 \$19,438–\$435,727; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$459,218); for reference, expenses \$437,258 and assets \$152,000.
ROLE MATCH	Carroll Hoffman Rhyne lii, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	38 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	38 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 (Carroll Hoffman Rhyne lli) 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 \$57,023 is reasonable (approximately the 38th 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.