

Walk On Water Ministries Of Central Florida Inc

Executive Director / CEO

EIN 743237382

FL · NTEE X99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Patricia Bryan, Executive Director / CEO** (\$27,850) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

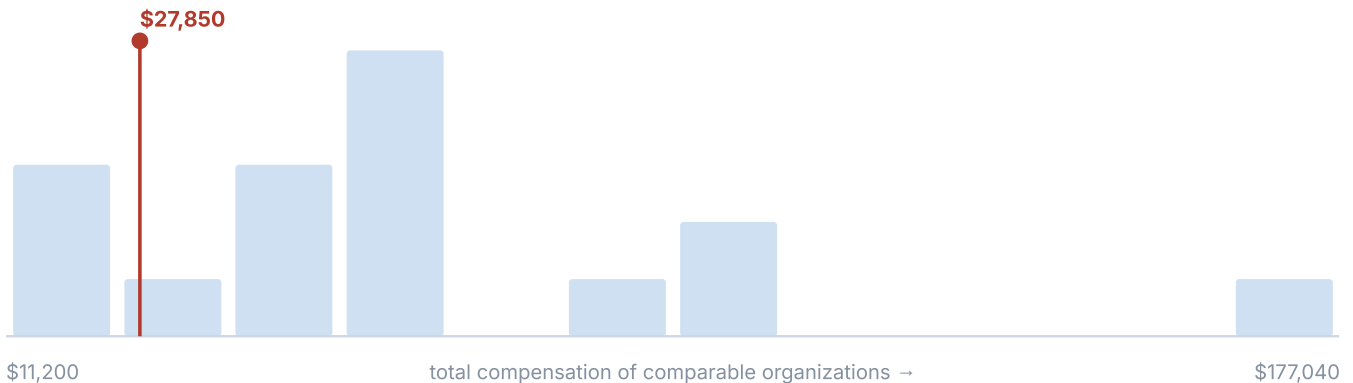
Benchmarked executive: Patricia Bryan — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$152,314 and \$341,002 — 0.67x to 1.50x the subject's \$227,335 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99) + FL + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,817 10TH	\$38,017 25TH	\$55,059 MEDIAN	\$70,845 75TH	\$101,107 90TH	\$27,850 THIS ORG · 19TH
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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
Love Inc Of Metro Tampa Inc	FL	\$224,289	Executive Director	\$49,400	\$50,859	2023
Prayvine	FL	\$221,250	President	\$96,667	\$99,522	2023
The Last Reformation Inc	FL	\$239,025	Director/pres	\$56,070	\$57,726	2023
All The Word Bible Translators Inc	FL	\$240,129	President And Board Member	\$88,378	\$88,378	2024
Current Of Tampa Bay Inc	FL	\$208,514	President	\$11,200	\$11,200	2024
The Last Harvest Intl Evangelical Ministry Inc	FL	\$250,484	President	\$28,905	\$29,759	2023
Into The Jordan Ministries Inc	FL	\$265,324	Ceo	\$57,297	\$57,297	2024
Anchor House Inc	FL	\$186,398	Executive Director	\$52,820	\$52,820	2024
Liumi Inc	FL	\$271,670	President	\$40,769	\$40,769	2024
Exodos Ministries	FL	\$271,690	Employee	\$47,130	\$47,130	2024
Renew Polk Inc	FL	\$286,802	Director	\$22,750	\$22,750	2024
Lao Conference Of Churches	FL	\$164,827	Director	\$16,400	\$16,884	2023
House Of Hope Of Alachua County Inc	FL	\$162,165	Executive Director	\$65,000	\$65,000	2024
Equip India Inc	FL	\$161,187	President	\$60,000	\$60,000	2024
Regions Beyond International Inc	FL	\$297,125	Pres	\$177,040	\$177,040	2024
All For Jesus Inc	FL	\$305,226	Morris	\$102,692	\$102,692	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 16 organizations. Compensation range \$11,200–\$177,040; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$227,335); for reference, expenses \$196,156 and assets \$352,460.

ROLE MATCH Patricia Bryan, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	19 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 (Patricia Bryan) 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 10, 2026, comparing compensation against 16 similarly situated organizations (Same NTEE sector (X99) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,850 is reasonable (approximately the 19th 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 10, 2026.