

Wldforce Inc

Executive Director / CEO

EIN 825149878
 CO · NTEE P20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Pablo Ceron, Executive Director / CEO** (\$167,500) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

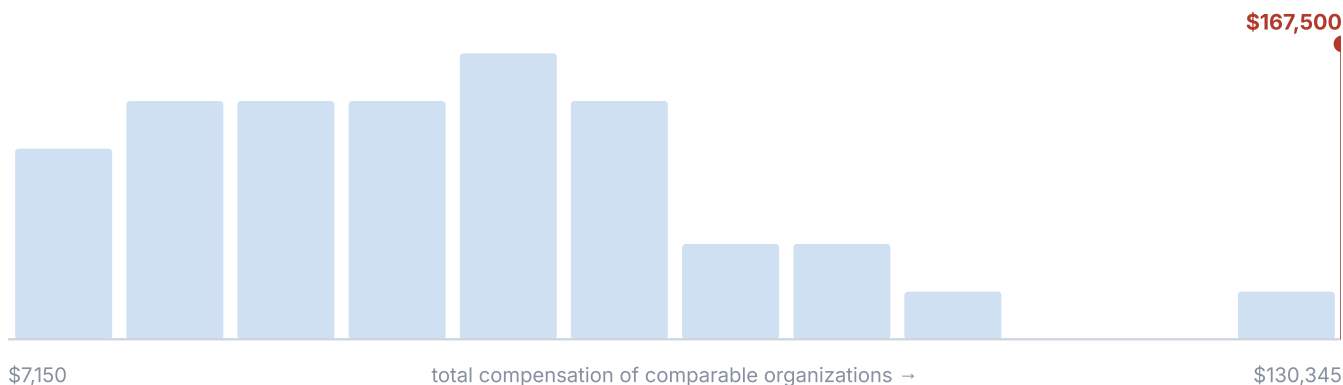
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$207,898 and \$465,444 — 0.67x to 1.50x the subject's \$310,296 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + CO + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,484	\$28,663	\$45,551	\$63,797	\$79,338	\$167,500
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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 CO 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
Esther House	CO	\$309,910	Director	\$32,640	\$31,704	2024
Swp Inc Db a Shadow Warriors	CO	\$303,540	Treasurer	\$52,379	\$50,876	2024
The Shepherd's Hand	CO	\$317,468	Former Executive Director	\$65,625	\$63,742	2024
Lubick Foundation	CO	\$326,003	Executive Dir.	\$54,238	\$52,682	2024
One Challenge Usa	CO	\$327,988	Executive Director	\$8,466	\$8,223	2024
Rezilientskidz	CO	\$285,691	President	\$42,730	\$42,730	2023
Lifebridge	CO	\$283,303	President	\$48,300	\$48,300	2023
Africa Development Promise	CO	\$340,321	Executive Director	\$28,038	\$27,234	2024
Arboretum Coffee	CO	\$345,091	Executive Dir.	\$22,635	\$21,986	2024
Colorado East Community Action	CO	\$274,123	Executive Di	\$47,083	\$45,732	2024
Love For Lily	CO	\$348,154	Executive Director	\$55,000	\$55,000	2023
Para Ti Mujer	CO	\$350,881	President	\$46,709	\$45,369	2024
Rise Foundation Inc	CO	\$358,363	Executive Director	\$73,875	\$71,756	2024
Milestone Community Wellness Llc	CO	\$359,674	Executive Dir.	\$65,850	\$63,961	2024
From The Heart Foundation	CO	\$364,050	Executive Director	\$51,584	\$50,104	2024
Western Slope Native American Resource Center	CO	\$252,717	Executive Director	\$87,969	\$85,445	2024
Good Life Refuge	CO	\$243,200	President/director	\$21,000	\$20,398	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Crazy Faith Street Ministry	CO	\$239,948	Executive Director	\$57,000	\$55,365	2024
Loaves & Fishes Inc	CO	\$236,304	Exec Director	\$40,000	\$38,852	2024
Confluence Ministries	CO	\$235,973	Director & P	\$75,800	\$73,625	2024
Fish For Change	CO	\$232,757	Vice Chair And Secretary	\$15,000	\$14,570	2024
Collegiate Crossings Inc	CO	\$223,288	Executive Director	\$63,111	\$61,300	2024
Restored Hope Network	CO	\$220,134	Executive Dir.	\$69,784	\$67,782	2024
Hope Has No Borders	CO	\$217,462	Board Member	\$23,372	\$22,701	2024
Touching Africa Ministries	CO	\$216,525	President	\$7,150	\$7,150	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	36 organizations. Compensation range \$7,150–\$130,345; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$310,296); for reference, expenses \$292,742 and assets \$89,631.
ROLE MATCH	Pablo Ceron, reported title <i>"President CEO"</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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	97 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 (Pablo Ceron) 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 36 similarly situated organizations (Same NTEE sector (P20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$167,500 is reasonable (approximately the 100th 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.