

Funducation Inc

Executive Director / CEO

EIN 834704098

FL · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Neirda Thompson-pemberton, Executive Director / CEO** (\$93,449) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

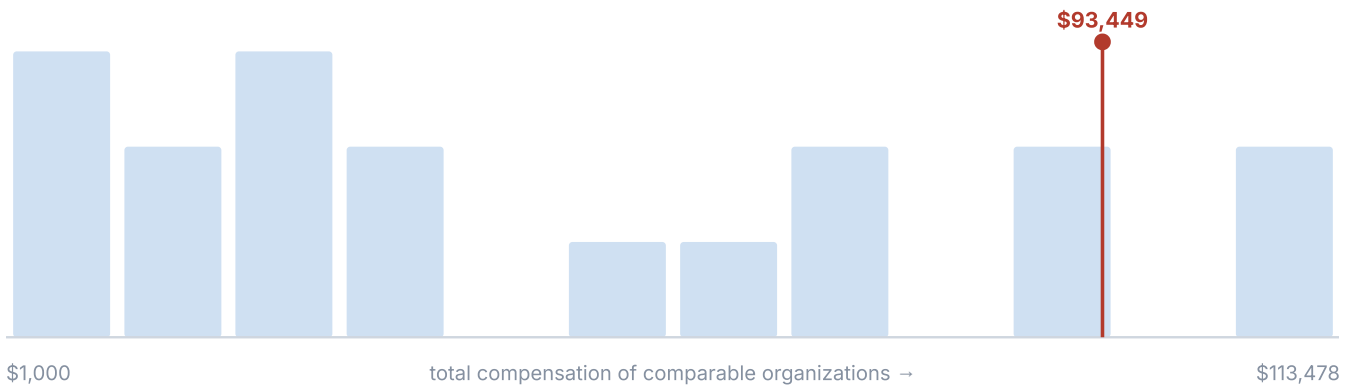
Benchmarked executive: Neirda Thompson-pemberton — reported title “Founder/CEO/Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$123,598 and \$276,712 — 0.67x to 1.50x the subject's \$184,475 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + FL + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,921	\$16,563	\$35,404	\$73,271	\$96,000	\$93,449
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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
Sports Konnect Inc	FL	\$179,372	Ceo	\$37,000	\$36,046	2025
Cmj Academy Inc	FL	\$173,966	President	\$63,942	\$62,294	2025
Hope Outreach Ministries For Every-1	FL	\$195,263	Executive Dir.	\$4,400	\$4,530	2023
Buddy Baseball Inc	FL	\$195,412	President	\$25,000	\$25,000	2024
Girls Rock St Pete Inc	FL	\$165,821	Director	\$68,083	\$68,083	2024
On Mission Martial Arts Inc	FL	\$209,821	President	\$57,100	\$57,100	2024
Girls On The Run Orlando Inc	FL	\$155,730	Executive Dir.	\$13,750	\$13,750	2024
Mahogany Youth Corporation	FL	\$226,016	Director	\$32,434	\$34,761	2022
Youth Empowered To Prosper Inc	FL	\$227,499	Executive Dir.	\$86,772	\$86,772	2024
Pensacola's Promise Inc	FL	\$233,241	Executive Di	\$75,000	\$75,000	2024
Gold Coast Junior Golf Foundation Inc	FL	\$235,824	Dir & President	\$2,500	\$2,500	2024
Soccer Club Of Saint Cloud Inc	FL	\$236,238	President	\$28,527	\$28,527	2024
Mother Oliver S Place Inc	FL	\$238,473	Director	\$110,000	\$110,000	2024
Daytona Beach Sports Club Inc	FL	\$127,128	President	\$1,000	\$1,000	2024
Connect To Greatness Inc	FL	\$243,758	Executive Dir.	\$90,000	\$90,000	2024
Lamplighter Academic And Mentoring Program Inc	FL	\$244,343	Exec Director	\$11,550	\$11,550	2024
Pathway 2 Success Inc	FL	\$261,629	President	\$110,222	\$113,478	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Under The Lights Flag Football Foundation Inc	FL	\$267,380	President	\$24,320	\$25,038	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 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 18 organizations. Compensation range \$1,000–\$113,478; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$184,475); for reference, expenses \$188,035 and assets \$451,701.

ROLE MATCH Neirda Thompson-pemberton, reported title "*Founder/CEO/Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	89th
Total compensation (D + F), as reported (no adjustments)	89th
Reportable pay only (column D), adjusted	89th
All sources (D + E + F), adjusted	89th

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 (Neirda Thompson-pemberton) 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 18 similarly situated organizations (Same NTEE sector (O50) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,449 is reasonable (approximately the 89th 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.