

Posability Inc

Executive Director / CEO

EIN 920914078

FL · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Wayne Cordova, Executive Director / CEO** (\$27,575) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

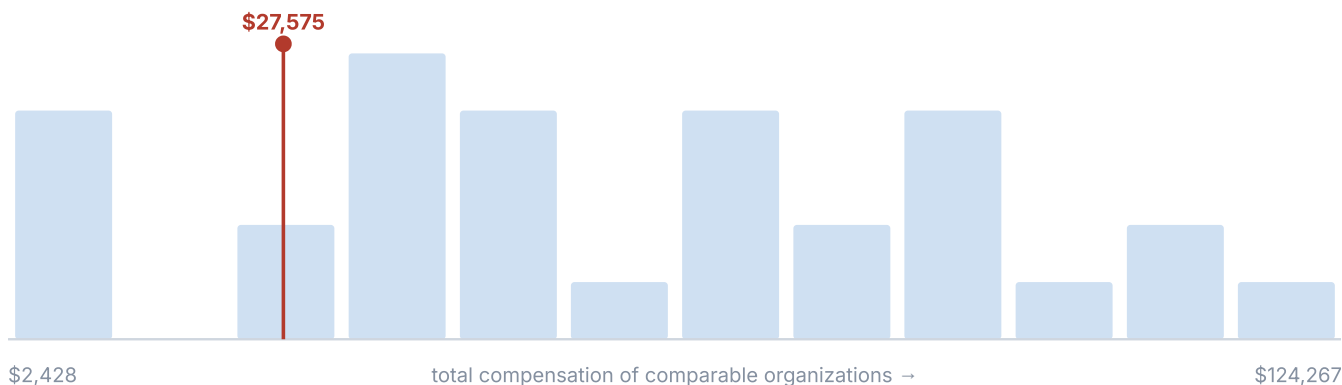
Benchmarked executive: Wayne Cordova — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$201,060 and \$450,136 — 0.67x to 1.50x the subject's \$300,091 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + FL + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,068	\$33,822	\$54,162	\$82,510	\$101,177	\$27,575
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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
Faith Youth Services Inc	FL	\$292,943	Executive Director (Ceo)	\$77,000	\$74,791	2024
Propelling Into Triumph Inc	FL	\$309,296	President	\$74,231	\$72,101	2024
Pinellas County Hunter Associationinc	FL	\$309,553	Show Secretary	\$10,000	\$9,713	2024
End It Corporation	FL	\$310,168	Executive Director	\$49,500	\$48,080	2024
Lakeland Aero Club Inc	FL	\$312,837	President	\$49,500	\$48,080	2024
Happystars Youth Program Inc	FL	\$287,279	President	\$50,385	\$48,939	2024
Sozo Missions Inc	FL	\$317,173	Vice President	\$54,423	\$52,862	2024
Truly Valued Inc	FL	\$280,899	Ceo	\$75,000	\$72,848	2024
Kim's Open Door Inc	FL	\$330,616	President	\$93,500	\$93,500	2023
Under The Lights Flag Football Foundation Inc	FL	\$267,380	President	\$24,320	\$24,320	2023
Gentlemens Quest Of Tampa Inc	FL	\$336,307	Executive Director	\$40,608	\$40,608	2023
Pathway 2 Success Inc	FL	\$261,629	President	\$110,222	\$110,222	2023
Liberty Lodge Inc	FL	\$346,422	Director	\$37,208	\$36,141	2024
Vision Ministries Outreach Inc	FL	\$347,410	Director	\$67,308	\$65,377	2024
Athletic Club Miami Inc	FL	\$349,620	President	\$124,267	\$124,267	2023
Lampighter Academic And Mentoring Program Inc	FL	\$244,343	Exec Director	\$11,550	\$11,219	2024
Connect To Greatness Inc	FL	\$243,758	Executive Dir.	\$90,000	\$87,418	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth Speak Out International Inc	FL	\$360,637	Executive Director	\$100,547	\$100,547	2023
Mother Oliver S Place Inc	FL	\$238,473	Director	\$110,000	\$106,844	2024
Soccer Club Of Saint Cloud Inc	FL	\$236,238	President	\$28,527	\$27,709	2024
Gold Coast Junior Golf Foundation Inc	FL	\$235,824	Dir & President	\$2,500	\$2,428	2024
Pensacola's Promise Inc	FL	\$233,241	Executive Di	\$75,000	\$72,848	2024
Youth Empowered To Prosper Inc	FL	\$227,499	Executive Dir.	\$86,772	\$84,283	2024
Mahogany Youth Corporation	FL	\$226,016	Director	\$32,434	\$33,764	2022
Ryan Nece Foundation Inc	FL	\$375,988	Ceo	\$93,562	\$90,878	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 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 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	30 organizations. Compensation range \$2,428–\$124,267; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$300,091); for reference, expenses \$267,954 and assets \$75,746.
ROLE MATCH	Wayne Cordova, reported title " <i>PRESIDENT</i> ", 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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	17 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 (Wayne Cordova) 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 30 similarly situated organizations (Same NTEE sector (O50) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,575 is reasonable (approximately the 17th 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.