

Florida Mentoring Network Inc

Executive Director / CEO

EIN 934355322

FL · NTEE B90

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Rivera, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **19** 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: Thomas Rivera — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

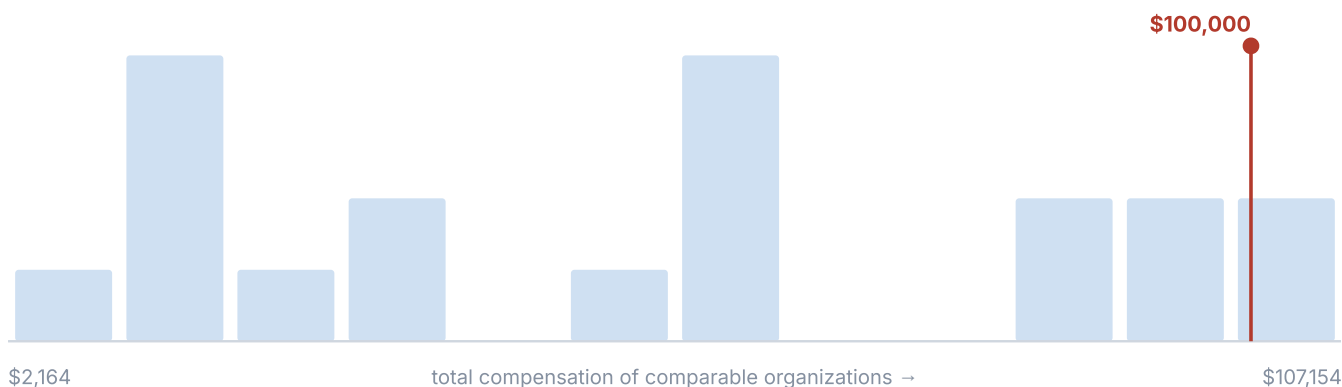
BUDGET Total revenue between \$289,823 and \$648,858 — 0.67x to 1.50x the subject's \$432,572 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90) + FL + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,099	\$22,231	\$57,303	\$83,583	\$94,947	\$100,000
-----------------	-----------------	-----------------	-----------------	-----------------	------------------



■ 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
Learning Forward Education Cen	FL	\$428,329	Executive Director	\$16,655	\$16,655	2024
Central Miami Christian Academy Inc	FL	\$443,333	Administrator	\$65,000	\$63,325	2025
Scentsability Micro-enterprise Inc	FL	\$444,348	Employee	\$26,194	\$26,194	2024
Domi Education Inc	FL	\$406,413	Ceo	\$52,308	\$53,853	2023
Knowledge Builders Of Florida Inc	FL	\$387,241	Executive Director	\$102,312	\$105,334	2023
Watermark Homeschool Enrichment Inc	FL	\$382,427	Director - President	\$35,000	\$35,000	2024
Educational Harbor Inc	FL	\$490,880	Principal	\$61,407	\$61,407	2024
Edu Inc	FL	\$372,668	President	\$90,000	\$90,000	2024
Compass Outreach And Education Center Inc	FL	\$371,658	President	\$18,267	\$18,267	2024
Peace To Pieces Inc	FL	\$494,391	President	\$87,046	\$84,802	2025
Medha Corp	FL	\$497,278	President	\$57,303	\$57,303	2024
Collegiate Pathways Inc	FL	\$365,300	Ceo	\$107,154	\$107,154	2024
International Gay & Lesbian Travel	FL	\$351,119	President &	\$13,478	\$13,876	2023
Nat King Cole Generation Hope Inc	FL	\$347,809	Executive Director	\$80,000	\$82,363	2023
American Porphyria Foundation	FL	\$335,190	Executive Director	\$59,231	\$59,231	2024
Better Learning Inc	FL	\$314,284	Executive Director	\$92,350	\$92,350	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Miami Beach Education Foundation Inc	FL	\$296,822	Former President/ceo	\$2,164	\$2,164	2024
Dont Miss A Beat Inc	FL	\$612,882	President	\$17,400	\$17,914	2023
Northbay Christian Academy Inc	FL	\$633,082	Board Member	\$35,000	\$35,000	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	19 organizations. Compensation range \$2,164–\$107,154; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$432,572); for reference, expenses \$288,522 and assets \$169,091.
ROLE MATCH	Thomas Rivera, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	95 th

All sources (D + E + F), adjusted

79th

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 (Thomas Rivera) 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 19 similarly situated organizations (Same NTEE sector (B90) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 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.