

# Florida Alliance For Community Solutions Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Terry Chelikowsky, Executive Director / CEO** (\$46,807) against **every comparable organization** that fit the selection criteria — **144** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

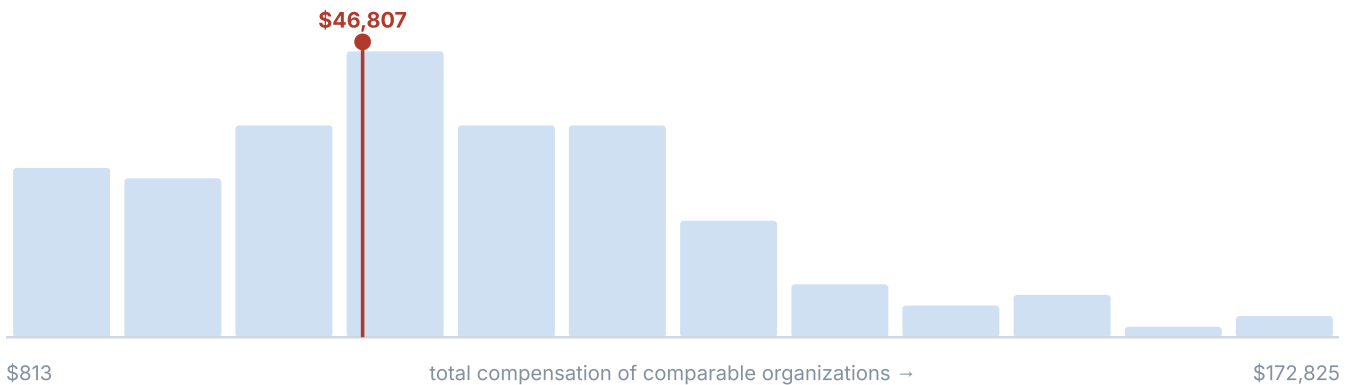
**Benchmarked executive:** Terry Chelikowsky — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$104,383 and \$233,694 — 0.67x to 1.50x the subject's \$155,796 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**144** organizations qualified on sector, size, and geography → **144** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,275	\$33,882	\$53,557	\$80,426	\$102,413	\$46,807
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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
<a href="#">The Good Deed Project</a>	NV	\$155,782	Executive Director	\$38,417	<b>\$42,202</b>	2023
<a href="#">For Good Pgh</a>	PA	\$154,812	Board Member	\$45,000	<b>\$47,769</b>	2024
<a href="#">Main Street Greenwood Inc</a>	MS	\$154,618	Director	\$41,334	<b>\$49,004</b>	2024
<a href="#">Peacedale Global Arts Inc</a>	NY	\$157,222	Secretary And Ceo	\$31,786	<b>\$29,787</b>	2025
<a href="#">Alamogordo Main Street</a>	NM	\$157,250	Executive Director	\$48,625	<b>\$54,237</b>	2025
<a href="#">The Advance Community Outreach Center Inc</a>	FL	\$152,939	Executive Director	\$3,530	<b>\$3,530</b>	2024
<a href="#">Aqus Community Foundation</a>	CA	\$152,866	Ceo	\$36,667	<b>\$34,699</b>	2023
<a href="#">Racine Revitalization Partnership Inc</a>	WI	\$151,925	Executive Director	\$74,045	<b>\$84,748</b>	2023
<a href="#">Desour Valley Edc Inc</a>	ND	\$151,738	Secretary	\$5,000	<b>\$6,014</b>	2023
<a href="#">Serverie</a>	PA	\$151,244	Chariman	\$94,567	<b>\$100,387</b>	2024
<a href="#">Keep Ohio Beautiful Inc</a>	OH	\$150,982	Executive Director	\$72,536	<b>\$81,781</b>	2024
<a href="#">Main Street Martinsburg Inc</a>	WV	\$160,986	Executive Director	\$67,304	<b>\$77,572</b>	2024
<a href="#">Acres Home Chamber For Business And</a>	TX	\$161,208	Chairman & Ceo	\$24,000	<b>\$26,311</b>	2023
<a href="#">Wilmington Works Inc</a>	VT	\$161,614	Program Coordinator	\$42,550	<b>\$45,589</b>	2024
<a href="#">Sac Economic &amp; Tourism Development</a>	IA	\$161,772	Executive Director	\$63,500	<b>\$76,198</b>	2023
<a href="#">The Greater Beloit Economic Development</a>	WI	\$161,789	President/ceo	\$40,293	<b>\$44,794</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brewery District Community Urban Redevelopment Corporation</a>	OH	\$162,110	Trail Director	\$61,543	<b>\$71,436</b>	2023
<a href="#">Abayomi Community Development</a>	MI	\$162,260	Director	\$60,000	<b>\$65,924</b>	2024
<a href="#">Community Foundation Of Grant County</a>	IN	\$148,126	Executive Director (Part-year)	\$50,042	<b>\$57,834</b>	2023
<a href="#">Action Baybrook Inc</a>	MD	\$147,421	Founder And Ceo	\$14,597	<b>\$14,527</b>	2024
<a href="#">Cambridge Main Street Inc</a>	MD	\$164,326	Executive Di	\$65,371	<b>\$66,978</b>	2023
<a href="#">Willow Apts Group Home Inc</a>	KY	\$164,382	Director	\$56,355	<b>\$66,354</b>	2023
<a href="#">Downtown Natchez Alliance</a>	MS	\$164,494	Executive Director	\$39,587	<b>\$46,933</b>	2024
<a href="#">Into The Field</a>	OH	\$166,593	President Executive Director	\$3,500	<b>\$3,946</b>	2024
<a href="#">Central Florida Utility &amp; Transport Contractors Association Inc</a>	FL	\$144,559	Executive Director	\$37,700	<b>\$37,700</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 144 organizations. Compensation range \$813–\$172,825; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$155,796); for reference, expenses \$117,837 and assets \$43,675.

**ROLE MATCH** Terry Chelikowsky, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 peers 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	36 <sup>th</sup>

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 (Terry Chelikowsky) 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 144 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,807 is reasonable (approximately the 40<sup>th</sup> 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.