

Advanced Community Service Associates

Executive Director / CEO

EIN 232800431

PA · NTEE F60

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **William Citino, Executive Director / CEO** (\$41,926) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: William Citino — reported title “EXECUTIVE VP”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,112	\$20,462	\$23,114	\$71,468	\$169,320	\$41,926
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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 PA 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
Lifeworks Nw Solutions	OR	\$0	President And Ceo	\$37,473	\$34,896	2024
Abh Georgia Inc	PA	\$0	President	\$21,085	\$21,085	2024
Abh Connecticut Inc	PA	\$0	President	\$17,153	\$17,153	2024
Abh Arizona Inc	PA	\$0	President	\$20,635	\$20,635	2024
Abh Florida Inc	PA	\$0	President	\$21,163	\$21,163	2024
Abh New York Inc	PA	\$0	President	\$21,999	\$21,999	2024
Abh Texas Inc	PA	\$0	President	\$24,229	\$24,229	2024
Devereux Corporation	PA	\$0	President & Ceo, Trustee	\$91,393	\$91,393	2024
Abh Massachusetts Inc	PA	\$0	President	\$19,965	\$19,965	2024
Manzanita Services Inc	CA	\$0	Interim Executive Director	\$43,454	\$37,627	2024
Glom Substance Abuse Program Inc	CA	\$0	Treasurer	\$175,000	\$151,532	2024
Parent-child Center Inc	FL	\$0	Incoming Ceo - Outgoing Coo	\$21,896	\$20,627	2024
Cab Health And Recovery Services Inc	MA	\$0	Ttee & Ceo (Ceo, Bilh)	\$1,097,028	\$988,542	2024
Hope Recovery Care Center	MS	\$0	President	\$55,200	\$61,649	2024
Visiting Nurse Association Of Mid-ohio	OH	\$0	Vice Chair/ceo	\$166,518	\$176,857	2024
R&g Healthcare Services Inc	MA	\$0	President	\$69,876	\$64,826	2023
Sheltercare 499 Project	OR	\$0	Board Presid	\$15,031	\$14,411	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lifeview Group Inc	FL	\$0	President/ceo	\$11,777	\$11,422	2023
Mon Cleveland Street Revitalization Inc	TX	\$0	Managing Director	\$687	\$709	2023
Treatment Assessment Screening Center Inc	AZ	\$0	Cfo	\$174,703	\$168,482	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	20 organizations. Compensation range \$709–\$988,542; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$0); for reference, expenses \$0 and assets \$0.
ROLE MATCH	William Citino, reported title <i>"EXECUTIVE VP"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	65 th
Total compensation (D + F), as reported (no adjustments)	60 th

Reportable pay only (column D), adjusted

0th

All sources (D + E + F), adjusted

40th

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 (William Citino) 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 20 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,926 is reasonable (approximately the 65th 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.