

Central Florida Hotel & Lodging Assoc

Executive Director / CEO

EIN 264207486

FL · NTEE T21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Agrusa, Executive Director / CEO** (\$19,747) against **every comparable organization** that fit the selection criteria — **804** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Robert Agrusa — reported title “PRESIDENT/CEO/STAFF LIASON”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T21).
BUDGET	Total revenue between \$195,081 and \$436,749 — 0.67x to 1.50x the subject's \$291,166 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

804 organizations qualified on sector, size, and geography → **804** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,932	\$26,123	\$49,881	\$78,122	\$105,019	\$19,747
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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
Kerengende Foundation Nfp	IL	\$291,220	Executive Dir.	\$53,750	\$56,250	2024
River Valley United Way Inc	AR	\$291,044	Executive Director	\$37,182	\$45,803	2023
Laurel Lake Retirement Community	OH	\$291,573	President	\$27,202	\$31,574	2023
Spring Arbor University Foundation	MI	\$291,790	President	\$24,951	\$27,414	2024
United Way Of Jefferson County	OH	\$290,431	Executive Director	\$44,500	\$50,172	2024
C & Ws Rustic Hollow Shelter Inc	IA	\$291,954	President	\$49,400	\$57,578	2024
Hillcrest Healthcare Foundation	TN	\$292,853	President	\$10,586	\$11,845	2024
Etcf Support Foundation	TX	\$289,181	President	\$5,992	\$6,569	2023
Weokie Credit Union Foundation	OK	\$288,944	Secretary	\$72,168	\$84,591	2024
George Lopez Foundation	CA	\$288,848	Executive Director/secretary	\$171,000	\$157,180	2024
Game Changing Men Inc	GA	\$288,569	President & Ceo	\$40,626	\$43,483	2024
Becker County United Way	MN	\$288,508	Executive Director	\$53,500	\$54,822	2025
Hope Reigns Charity Foundation Inc	CA	\$288,247	President	\$26,561	\$24,414	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cassie Hines Shoes Cancer Foundation Inc	MI	\$294,164	Vice President - Executive Director	\$13,350	\$15,101	2023
Grant Fuhr Foundation	CA	\$288,111	Event Director	\$20,000	\$18,384	2024
Louisiana Real Estate Foundation	LA	\$288,093	Ceo	\$23,935	\$28,884	2023
Wellspring Endowment	TX	\$288,064	Chairmandirector	\$124,318	\$132,376	2024
Community Service Foundation Inc	DE	\$294,320	Executive Director	\$41,246	\$42,991	2024
Real Estate Charitable Foundation	MO	\$294,355	Executive Director	\$38,697	\$43,629	2024
Hamilton Education Foundation Inc	WI	\$294,433	Co-executive Director	\$4,333	\$4,959	2023
Bonny Lea Charitable Foundation		\$294,876	Executive Director	\$98,872	\$98,872	2024
Alpha Illinois Leadership Foundation	IL	\$287,352	President	\$80,500	\$84,244	2024
Family Promise Of Kandiyohi County	MN	\$287,343	Executive Director	\$56,194	\$59,106	2024
American Friends Of Keshar Inc	NY	\$295,027	President	\$86,400	\$83,108	2024
Salisbury Urban Ministries Inc	MD	\$287,228	Executive Director	\$69,500	\$69,166	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	804 organizations. Compensation range \$21–\$1,795,973; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$291,166); for reference, expenses \$312,419 and assets \$155,804.
ROLE MATCH	Robert Agrusa, reported title "PRESIDENT/CEO/STAFF LIASON", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	18 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 rd

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 (Robert Agrusa) 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 804 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$19,747 is reasonable (approximately the 18th 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.