

# African-american Advocacy Center For Persons With Disabilities Inc

Executive Director / CEO

EIN 473629637  
 FL · NTEE P20  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Veronica Robinson, Executive Director / CEO** (\$4,720) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

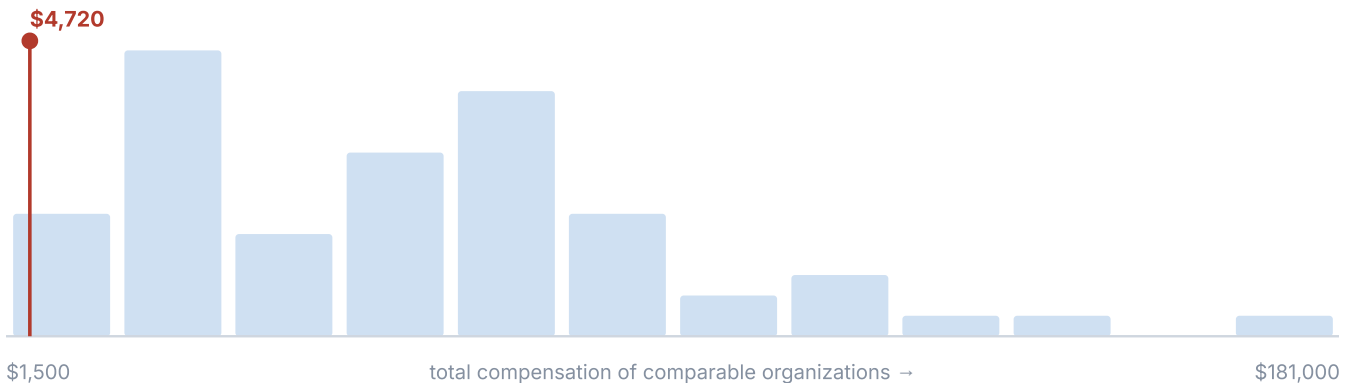
**Benchmarked executive:** Veronica Robinson — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$210,451 and \$471,159 — 0.67x to 1.50x the subject's \$314,106 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + FL + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$17,032</b> 10TH	<b>\$28,427</b> 25TH	<b>\$51,576</b> MEDIAN	<b>\$76,060</b> 75TH	<b>\$96,529</b> 90TH	<b>\$4,720</b> THIS ORG · 2ND
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\$4,720



## ■ 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="#">Lehigh Community Services Inc</a>	FL	\$314,966	Directorsecretaryexec Dire	\$29,321	<b>\$28,480</b>	2024
<a href="#">West Orange Dream Center Inc</a>	FL	\$319,025	Director	\$43,400	<b>\$43,400</b>	2023
<a href="#">Recovery Point Palatka Inc</a>	FL	\$323,604	Coo	\$72,992	<b>\$70,898</b>	2024
<a href="#">Striving For Excellence Academy Inc</a>	FL	\$326,797	President	\$76,438	<b>\$74,245</b>	2024
<a href="#">Women On The Rise International Inc</a>	FL	\$298,299	Executive Dir.	\$66,583	<b>\$64,673</b>	2024
<a href="#">Evolutionary Arts Life Foundations Inc</a>	FL	\$295,320	Executive Director	\$35,000	<b>\$33,996</b>	2024
<a href="#">All 4 Upg Inc</a>	FL	\$333,205	President Ceo	\$48,000	<b>\$46,623</b>	2024
<a href="#">Gentle Carousel Incorporated</a>	FL	\$292,845	President, Executive Director	\$27,981	<b>\$27,981</b>	2023
<a href="#">Treasure Coast Girls Coalitioninc</a>	FL	\$335,386	Executive Di	\$75,965	<b>\$73,786</b>	2024
<a href="#">Miami Shores People Of Color Inc</a>	FL	\$292,006	Exec Dir	\$76,000	<b>\$76,000</b>	2023
<a href="#">Christian Medical Ministries Inc</a>	FL	\$290,062	Executive Di	\$59,048	<b>\$57,354</b>	2024
<a href="#">Helping Hands In Motion Inc</a>	FL	\$288,325	Director	\$38,154	<b>\$37,059</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ajc Childrens Foundation Inc</a>	FL	\$284,940	Ceo	\$24,000	<b>\$24,000</b>	2023
<a href="#">The American Healthy Weight Alliance In</a>	FL	\$277,778	President & Ceo	\$107,323	<b>\$107,323</b>	2023
<a href="#">Mira Usa Inc</a>	FL	\$350,824	Treasurer	\$20,628	<b>\$20,628</b>	2023
<a href="#">Goodsource Of Central Florida Inc</a>	FL	\$351,816	President & Ceo	\$1,500	<b>\$1,500</b>	2023
<a href="#">Mega Social Enterprise</a>	FL	\$353,598	Ceo	\$186,346	<b>\$181,000</b>	2024
<a href="#">Jeep Sullivan's Outdoor Adventures Inc</a>	FL	\$353,681	Sullivan	\$78,180	<b>\$75,937</b>	2024
<a href="#">Evolving Lives Inc</a>	FL	\$354,071	Associate Director	\$55,300	<b>\$55,300</b>	2023
<a href="#">Kingdom Gospel Mission</a>	FL	\$271,836	President	\$90,000	<b>\$87,418</b>	2024
<a href="#">Destiny Village Inc</a>	FL	\$356,571	President	\$5,034	<b>\$5,034</b>	2023
<a href="#">Ggi Foundation Inc</a>	FL	\$271,195	President And Ceo	\$122,461	<b>\$118,948</b>	2024
<a href="#">Caring Children Clothing Children Inc</a>	FL	\$268,926	Executive Director	\$68,667	<b>\$66,697</b>	2024
<a href="#">Military Spouse Jobs</a>	FL	\$267,982	Director	\$37,600	<b>\$36,521</b>	2024
<a href="#">The Place Of Hope At</a>	FL	\$266,473	Ceo	\$40,435	<b>\$39,275</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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	60 organizations. Compensation range \$1,500–\$181,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$314,106); for reference, expenses \$301,543 and assets \$36,085.
ROLE MATCH	Veronica Robinson, reported title "President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	10 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Veronica Robinson) 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 60 similarly situated organizations (Same NTEE sector (P20) + FL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,720 is reasonable (approximately the 2<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.