

The Advance Community Outreach Center Inc

Executive Director / CEO

EIN 812461287

FL · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Norberto Foncesa, Executive Director / CEO** (\$3,530) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

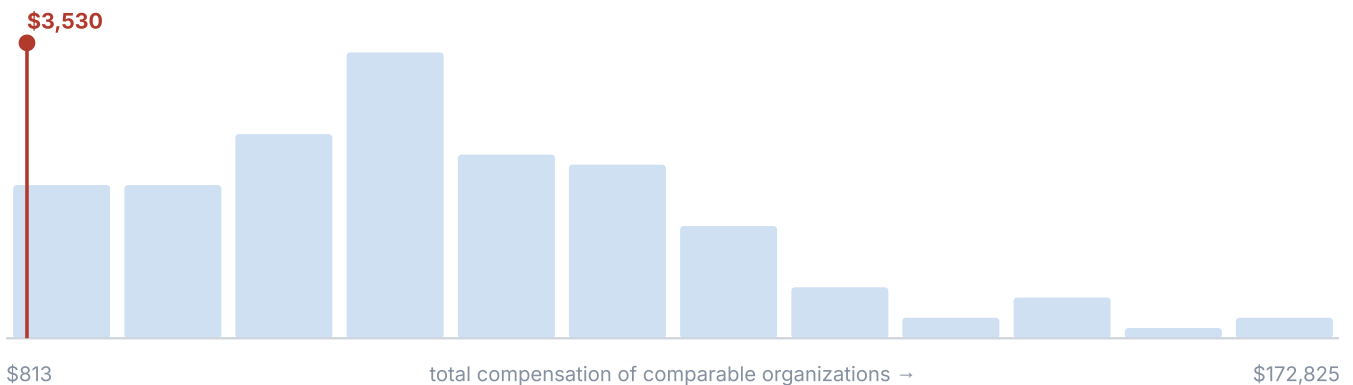
Benchmarked executive: Norberto Foncesa — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$102,469 and \$229,408 — 0.67x to 1.50x the subject's \$152,939 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,990 10TH	\$32,951 25TH	\$52,988 MEDIAN	\$78,927 75TH	\$101,662 90TH	\$3,530 THIS ORG · 3RD
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	----------------------------------

\$3,530



■ 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
Aqus Community Foundation	CA	\$152,866	Ceo	\$36,667	\$34,699	2023
Racine Revitalization Partnership Inc	WI	\$151,925	Executive Director	\$74,045	\$84,748	2023
Desour Valley Edc Inc	ND	\$151,738	Secretary	\$5,000	\$6,014	2023
Main Street Greenwood Inc	MS	\$154,618	Director	\$41,334	\$49,004	2024
Serverie	PA	\$151,244	Chariman	\$94,567	\$100,387	2024
For Good Pgh	PA	\$154,812	Board Member	\$45,000	\$47,769	2024
Keep Ohio Beautiful Inc	OH	\$150,982	Executive Director	\$72,536	\$81,781	2024
The Good Deed Project	NV	\$155,782	Executive Director	\$38,417	\$42,202	2023
Florida Alliance For Community Solutions Inc	FL	\$155,796	Executive Director	\$46,807	\$46,807	2024
Peacedale Global Arts Inc	NY	\$157,222	Secretary And Ceo	\$31,786	\$29,787	2025
Alamogordo Main Street	NM	\$157,250	Executive Director	\$48,625	\$54,237	2025
Community Foundation Of Grant County	IN	\$148,126	Executive Director (Part-year)	\$50,042	\$57,834	2023
Action Baybrook Inc	MD	\$147,421	Founder And Ceo	\$14,597	\$14,527	2024
Main Street Martinsburg Inc	WV	\$160,986	Executive Director	\$67,304	\$77,572	2024
Acres Home Chamber For Business And	TX	\$161,208	Chairman & Ceo	\$24,000	\$26,311	2023
Central Florida Utility & Transport Contractors Association Inc	FL	\$144,559	Executive Director	\$37,700	\$37,700	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wilmington Works Inc	VT	\$161,614	Program Coordinator	\$42,550	\$45,589	2024
Sac Economic & Tourism Development	IA	\$161,772	Executive Director	\$63,500	\$76,198	2023
The Greater Beloit Economic Development	WI	\$161,789	President/ceo	\$40,293	\$44,794	2024
Brewery District Community Urban Redevelopment Corporation	OH	\$162,110	Trail Director	\$61,543	\$71,436	2023
Abayomi Community Development	MI	\$162,260	Director	\$60,000	\$65,924	2024
Worldnets Synergy Foundation I	PR	\$143,000	Executive Dire	\$86,058	\$86,058	2024
Cambridge Main Street Inc	MD	\$164,326	Executive Di	\$65,371	\$66,978	2023
Willow Apts Group Home Inc	KY	\$164,382	Director	\$56,355	\$66,354	2023
Downtown Natchez Alliance	MS	\$164,494	Executive Director	\$39,587	\$46,933	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 138 organizations. Compensation range \$813–\$172,825; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$152,939); for reference, expenses \$295,058 and assets \$161,624. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Norberto Foncesa, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 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	3 rd
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	3 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 (Norberto Foncesa) 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 138 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,530 is reasonable (approximately the 3rd 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.