

# Education Francaise Greater Seattle

Executive Director / CEO

EIN 264696797  
 WA · NTEE B90  
 FY ending 2024-07-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Aurelie Vancauwenberghe, Executive Director / CEO** (\$61,667) 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 **35<sup>th</sup>** percentile of comparable organizations within the typical range

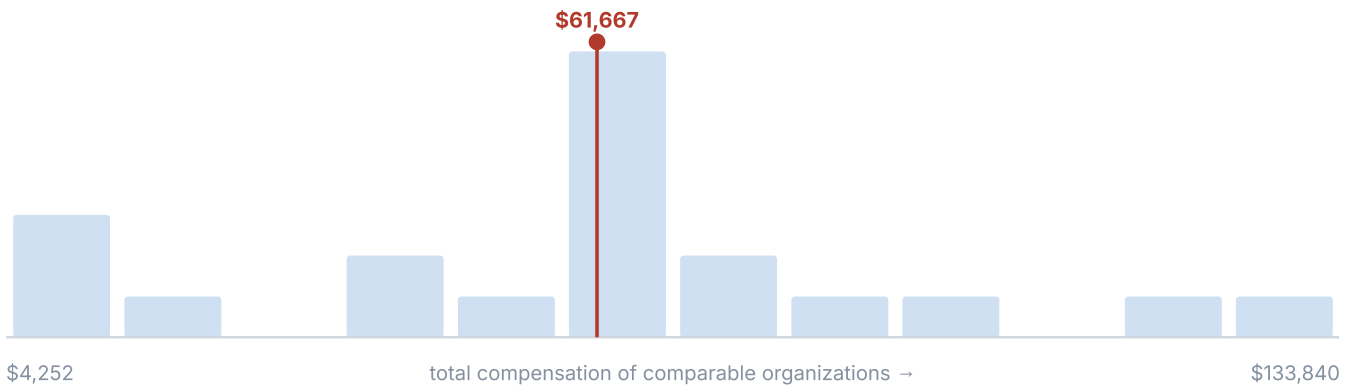
**Benchmarked executive:** Aurelie Vancauwenberghe — reported title “EXECUTIVE DIRECTOR UNTIL SEPT 30”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$271,440 and \$607,702 — 0.67x to 1.50x the subject's \$405,135 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + WA + 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



\$14,360	\$44,968	\$65,500	\$71,246	\$94,343	\$61,667
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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 WA 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="#">Enriching Education Foundation</a>	WA	\$418,489	Co-president	\$21,240	<b>\$21,867</b>	2023
<a href="#">Empowering Latina Leadership &amp; Action</a>	WA	\$376,803	Executive Director Board President	\$68,500	<b>\$68,500</b>	2024
<a href="#">Millwood Impact</a>	WA	\$373,348	Executive Di	\$46,667	<b>\$46,667</b>	2024
<a href="#">Global Outreach And Love Of Soccer Inc</a>	WA	\$373,191	Director	\$71,000	<b>\$71,000</b>	2024
<a href="#">Iskra Books</a>	WA	\$358,430	Board President	\$9,500	<b>\$9,500</b>	2024
<a href="#">Customized Education Designs</a>	WA	\$352,700	President	\$14,900	<b>\$14,900</b>	2024
<a href="#">Futuresnw</a>	WA	\$458,847	Executive Director Of Programs	\$62,500	<b>\$64,346</b>	2023
<a href="#">Prime Factor</a>	WA	\$344,699	Lead Teacher	\$39,871	<b>\$39,871</b>	2024
<a href="#">The Legacy Institute</a>	WA	\$476,213	President	\$65,000	<b>\$65,000</b>	2024
<a href="#">Backcountry Medical Guides</a>	WA	\$480,581	President	\$71,982	<b>\$71,982</b>	2024
<a href="#">My Neighborhood News Network</a>	WA	\$482,162	President	\$85,685	<b>\$85,685</b>	2024
<a href="#">Islands' Oil Spill Association</a>	WA	\$322,423	Vice Preside	\$4,130	<b>\$4,252</b>	2023
<a href="#">Classroom In Bloom</a>	WA	\$309,135	Executive Director	\$66,348	<b>\$64,638</b>	2025
<a href="#">Madres</a>	WA	\$308,512	Director	\$67,200	<b>\$67,200</b>	2024
<a href="#">Speak With Purpose</a>	WA	\$512,538	Executive Director	\$130,000	<b>\$133,840</b>	2023
<a href="#">Wisecamps</a>	WA	\$294,422	Executive Dir.	\$66,000	<b>\$66,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Neural Education</a>	WA	\$286,250	Co-founder	\$53,528	<b>\$55,109</b>	2023
<a href="#">Foundation For Academic Endeavors</a>	WA	\$555,780	Co-exec. Dir	\$92,136	<b>\$92,136</b>	2024
<a href="#">Communities In Schools Of Puyallup</a>	WA	\$587,067	Executive Director	\$64,897	<b>\$66,814</b>	2023
<a href="#">Accreditation International</a>	WA	\$605,102	Associate Exec. Director	\$110,929	<b>\$114,206</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$4,252–\$133,840; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$405,135); for reference, expenses \$382,978 and assets \$654,350.
ROLE MATCH	Aurelie Vancauwenberghe, reported title <i>"EXECUTIVE DIRECTOR UNTIL SEPT 30"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	<b>35<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>35<sup>th</sup></b>

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Reportable pay only (column D), adjusted

35<sup>th</sup>

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All sources (D + E + F), adjusted

35<sup>th</sup>

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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

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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 (Aurelie Vancauwenberghe) 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 sector (B90) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,667 is reasonable (approximately the 35<sup>th</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.