

Vscpa Educational Foundation Inc

Executive Director / CEO

EIN 541302626
 VA · NTEE B51B
 FY ending 2025-04-30
 June 10, 2026

This analysis benchmarks the total compensation of **Stephanie R Peters, Executive Director / CEO** (\$120,352) against the **2000** closest of **3,020** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Stephanie R Peters — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B51B).
BUDGET	Total revenue between \$219,741 and \$491,959 — 0.67x to 1.50x the subject's \$327,973 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,020 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$10,084	\$28,204	\$52,310	\$78,241	\$104,545	\$120,352
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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 VA 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
Summit School Foundation	NY	\$328,007	Director	\$72,000	\$71,209	2023
Azalea Montessori School	OH	\$328,097	Co-founder	\$71,539	\$80,551	2024
Red Sweater Project	OR	\$328,099	Executive Dir.	\$57,600	\$56,865	2024
Community Farm School Inc	MA	\$327,842	Clerk	\$24,576	\$23,477	2024
Arvf Corporation The Alicia Rose Victorious Foundation	NJ	\$327,773	President And Co-founder	\$83,615	\$79,364	2024
Cambria School Of Excellence Inc	NY	\$327,723	Director	\$24,000	\$23,055	2024
The More Foundation	OK	\$327,716	Executive Director	\$71,200	\$85,809	2023
California Community Colleges Chief	CA	\$327,645	Executive Dir.	\$19,254	\$17,674	2024
Prime Time Extended Learning Services	MA	\$328,315	President	\$20,000	\$19,106	2024
Children's Rocky Mountain School Inc	CO	\$328,351	Executive Director	\$65,341	\$66,607	2024
Suburban Nursery School Inc	MD	\$328,391	Teacher	\$36,658	\$37,510	2023
Investments & Wealth Foundation	CO	\$327,522	lwi Ceo/executive Director	\$135,157	\$141,845	2023
San Joaquin County Office Of Education	CA	\$328,568	President	\$76,113	\$68,069	2025
Good2know Partners	CA	\$327,327	Ceo	\$10,000	\$9,180	2024
School Of The Beartooths	MT	\$328,664	Executive Director	\$52,082	\$61,446	2023
New York Graduate School Of	MA	\$327,266	President	\$94,098	\$89,893	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Building Hope Impact Fund Inc	DC	\$327,138	President (Thru 05/23)	\$10,000	\$9,605	2023
Ct League Of Conservation Voters	CT	\$327,117	President	\$64,739	\$64,530	2024
Grace Collaborative Incorporated	NY	\$328,833	President And Ceo	\$2,900	\$2,714	2025
The Ellen Reece Legacy Corp	NY	\$327,090	Executive Director	\$49,020	\$48,481	2023
Grande Ronde Academy	OR	\$328,874	Principal	\$32,218	\$31,807	2024
Starting Now Corporation	FL	\$328,951	Director	\$72,664	\$74,713	2023
K-love & Air1 Foundation	CA	\$328,960	Ceo/director (Ended 5/15/24)	\$48,455	\$44,481	2024
Aami Foundation Inc	VA	\$326,972	Aami Ceo	\$111,508	\$114,458	2024
South Carolina Restaurant & Lodging	SC	\$326,945	Executive Dir.	\$3,012	\$3,341	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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	2000 organizations. Compensation range \$1–\$567,349; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$327,973); for reference, expenses \$203,598 and assets \$2,077,277.
ROLE MATCH	Stephanie R Peters, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 218 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 53 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 th

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 (Stephanie R Peters) 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 10, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,352 is reasonable (approximately the 94th 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 10, 2026.