

Uasc International

Executive Director / CEO

EIN 813769086
 SC · NTEE B90
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Lashia Washington, Executive Director / CEO** (\$24,025) against **every comparable organization** that fit the selection criteria — **417** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Lashia Washington — 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 (B90).
BUDGET	Total revenue between \$178,282 and \$399,141 — 0.67x to 1.50x the subject's \$266,094 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

417 organizations qualified on sector, size, and geography → **417** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,595	\$26,402	\$49,017	\$70,179	\$94,813	\$24,025
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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 SC 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
Chicago Pre-college Science And Engineering Program	IL	\$266,198	President And Ceo	\$38,240	\$35,002	2024
Emerald Ballet Theatre	WA	\$265,923	President	\$16,500	\$14,160	2023
Fusion Homeschooling Inc	TN	\$265,773	President	\$10,585	\$10,665	2023
Native American Fitness Council	CO	\$265,621	President & Ceo	\$70,000	\$64,339	2023
Amazing Grace Virtual Academy	MN	\$265,554	Executive Director	\$39,863	\$36,673	2024
Thoreau Community Center	NM	\$266,920	Executive Director	\$54,198	\$55,877	2023
Emerging Scholars Program Inc	VA	\$266,999	Executive Director	\$54,250	\$48,769	2024
Climb The Mountain Speech And Debate Foundation	WA	\$267,206	Executive Director	\$42,000	\$35,010	2024
Love Chloe Foundation	KS	\$267,387	President	\$45,971	\$47,606	2023
Dramatic Truth Ministries	MO	\$267,554	Director Of Operations	\$1,890	\$1,864	2024
Pennsylvania School Counselors	PA	\$264,222	Executive Di	\$14,444	\$13,065	2025
The Educational Foundation Of The	KY	\$264,194	Ceo	\$18,726	\$18,732	2024
Computer Banc	IL	\$268,034	Executive Dir.	\$75,000	\$70,677	2023
New York Math Circle Inc	NY	\$268,290	President	\$98,664	\$83,008	2024
Pastors For Texas Children	TX	\$263,846	Executive Director	\$110,000	\$105,473	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ethos Education Group	TX	\$263,552	President	\$10,400	\$9,972	2023
Lrlean Inc	AL	\$263,291	Executive Director	\$42,758	\$44,278	2023
Phoenix Union Partnership Of Business And Education	AZ	\$262,467	Executive Director	\$59,600	\$54,943	2023
Camp Hope Of Southwest Washington	WA	\$269,860	Executive Dir.	\$42,000	\$35,010	2024
Glowmundo Creations Inc	CO	\$270,082	Executive Director / Presi	\$90,000	\$82,722	2023
Educators Leading The Profession	IN	\$270,500	Executive Director	\$197,004	\$193,427	2024
Winners Circle Xr Academy Inc	RI	\$261,565	Executive Director	\$60,577	\$55,678	2023
Words In The Wild	CA	\$270,630	Executive Dir.	\$24,320	\$19,552	2024
Return To Roots Learning Community	NH	\$270,669	Director	\$54,843	\$47,149	2024
Courage Foundation	CA	\$261,475	Director Of Program Development/ Le	\$90,000	\$72,357	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 **417** organizations. Compensation range \$10–\$418,501; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$266,094); for reference, expenses \$235,555 and assets \$30,539.

ROLE MATCH	Lashia Washington, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	23 rd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	21 st

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 (Lashia Washington) 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 417 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,025 is reasonable (approximately the 23rd 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.