

# Friends Of Georgetown

Executive Director / CEO

EIN 822524096

DC · NTEE S20

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Rachel Shank, Executive Director / CEO** (\$77,787) against **every comparable organization** that fit the selection criteria — **307** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rachel Shank — 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).

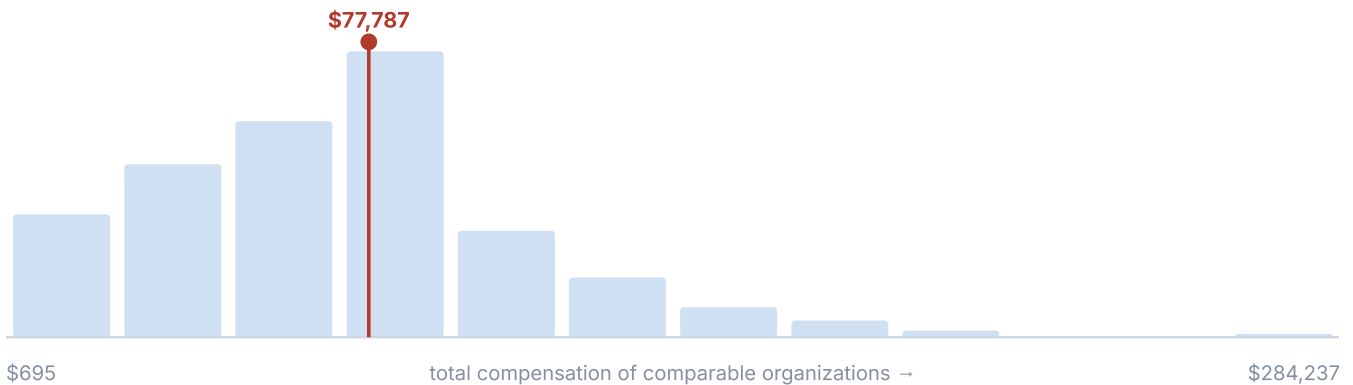
**BUDGET** Total revenue between \$215,764 and \$483,054 — 0.67x to 1.50x the subject's \$322,036 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**307** organizations qualified on sector, size, and geography

→ **307** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,234	\$41,499	\$71,412	\$92,767	\$124,205	\$77,787
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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 DC 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="#">Bayside Village Business Improvement</a>	NY	\$322,011	Executive Dir.	\$38,178	<b>\$39,313</b>	2024
<a href="#">The Orinda Association</a>	CA	\$321,844	Secretary	\$17,125	<b>\$16,851</b>	2024
<a href="#">Dubois County Area Development Corp</a>	IN	\$322,485	President-co	\$116,244	<b>\$143,821</b>	2023
<a href="#">Freeway Park Neighborhood Group</a>	WA	\$321,133	Executive Director	\$87,707	<b>\$89,484</b>	2024
<a href="#">Uptown Partnershp Incorporated</a>	CA	\$323,144	Executive Director	\$95,434	<b>\$96,682</b>	2023
<a href="#">Believe In Bristol Inc</a>	TN	\$324,220	Ex Dir	\$60,000	<b>\$70,017</b>	2025
<a href="#">Capital Area Health Alliance</a>	MI	\$325,169	Executive Di	\$107,540	<b>\$126,491</b>	2024
<a href="#">Beverly Main Streets Inc</a>	MA	\$318,844	Executive Di	\$93,549	<b>\$93,328</b>	2025
<a href="#">Millburn Short Hills Business Organization Inc</a>	NJ	\$318,755	Executive Director	\$110,318	<b>\$112,243</b>	2024
<a href="#">Fulton Economic Development Corp</a>	IN	\$325,896	Executive Director	\$82,355	<b>\$98,969</b>	2024
<a href="#">The Urban Oasis Inc</a>	MD	\$318,154	Executive Director	\$71,318	<b>\$74,023</b>	2025
<a href="#">World Servants Inc</a>	PA	\$326,260	Executive Di	\$90,000	<b>\$102,277</b>	2024
<a href="#">Volunteer Center Of East Central</a>	WI	\$317,651	Executive Di	\$74,823	<b>\$89,048</b>	2024
<a href="#">Tappahannock Main Street</a>	VA	\$327,098	Executive Director	\$66,900	<b>\$75,784</b>	2023
<a href="#">Blues To Green Inc</a>	MA	\$327,638	Executive Di	\$59,208	<b>\$60,631</b>	2024
<a href="#">Northend Rise Inc</a>	FL	\$327,715	Executive Director (Former)	\$152,690	<b>\$168,288</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Central Adirondack Partnership For</a>	NY	\$316,243	Executive Di	\$59,980	<b>\$61,764</b>	2024
<a href="#">West End Revitalization Association</a>	NC	\$327,896	Co-founder Director	\$37,450	<b>\$45,399</b>	2023
<a href="#">Southwest Collective</a>	IL	\$316,035	Exec Director	\$59,427	<b>\$66,577</b>	2024
<a href="#">The Pest Management Foundation Inc</a>	VA	\$328,040	Ceo Npma	\$37,002	<b>\$41,916</b>	2023
<a href="#">Main Street Medina Inc</a>	OH	\$329,790	Executive Director	\$68,377	<b>\$82,529</b>	2024
<a href="#">Warroad Community Development</a>	MN	\$330,238	President/ceo	\$86,353	<b>\$97,235</b>	2024
<a href="#">Kingsbridge District Management Association Inc</a>	NY	\$330,509	Exec Director	\$40,365	<b>\$41,565</b>	2024
<a href="#">Gric Urban Members Association Inc</a>	AZ	\$312,925	Chair	\$4,800	<b>\$5,261</b>	2024
<a href="#">Springfield Avenue Partnership</a>	NJ	\$312,687	Executive Director	\$105,462	<b>\$107,302</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	307 organizations. Compensation range \$695–\$284,237; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$322,036); for reference, expenses \$307,107 and assets \$64,496.
ROLE MATCH	Rachel Shank, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	55 <sup>th</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 (Rachel Shank) 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 307 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,787 is reasonable (approximately the 59<sup>th</sup> 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.