

# Multinational Exchange For Sustainable A

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lauren E Augusta, Executive Director / CEO** (\$84,538) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lauren E Augusta — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B90).

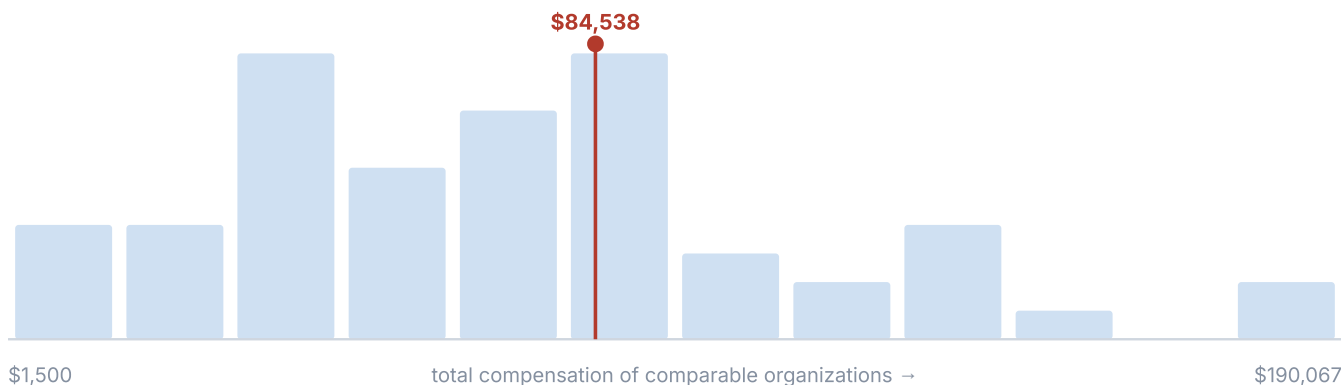
**BUDGET** Total revenue between \$259,257 and \$580,428 — 0.67x to 1.50x the subject's \$386,952 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B90) + CA + budget 0.67–1.5x revenue.

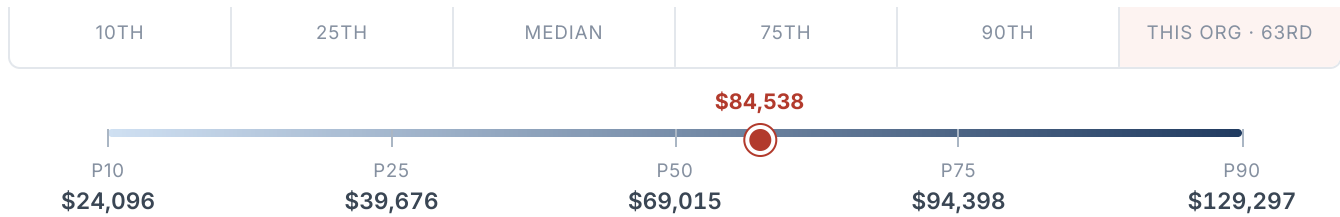
**54** organizations qualified on sector, size, and geography

→ **54** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$24,096	\$39,676	\$69,015	\$94,398	\$129,297	\$84,538
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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 CA 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="#">One Spark Foundation Inc</a>	CA	\$385,208	Executive Dir	\$17,640	<b>\$17,640</b>	2024
<a href="#">Bay Area Teacher Training Institute</a>	CA	\$390,714	Executive Director	\$7,899	<b>\$7,899</b>	2024
<a href="#">Mentor Tutor Connection</a>	CA	\$392,348	Executive Director	\$39,568	<b>\$39,568</b>	2024
<a href="#">Everlasting Education Inc</a>	CA	\$376,802	Board Member/executive Director	\$75,273	<b>\$75,273</b>	2024
<a href="#">Homeownership Oc</a>	CA	\$398,009	Executive Director	\$94,060	<b>\$94,060</b>	2024
<a href="#">Joseph And Edna Josephson Inst Of Ethics</a>	CA	\$374,983	President	\$129,226	<b>\$129,226</b>	2024
<a href="#">La Biotech Center</a>	CA	\$400,879	Executive Director	\$66,667	<b>\$66,667</b>	2024
<a href="#">California Victor University</a>	CA	\$372,829	President	\$24,000	<b>\$24,000</b>	2024
<a href="#">Fred T Korematsu Institute</a>	CA	\$402,608	Executive Director	\$92,083	<b>\$92,083</b>	2024
<a href="#">California Foundation For History</a>	CA	\$405,028	Director	\$60,851	<b>\$60,851</b>	2024
<a href="#">Mindcatcher Education</a>	CA	\$365,704	Ceo	\$134,060	<b>\$138,020</b>	2023
<a href="#">Apples To Zucchini Cooking School</a>	CA	\$358,656	Executive Director	\$25,040	<b>\$25,040</b>	2024
<a href="#">Yes We Can World Foundation</a>	CA	\$357,183	Chief Executive Officer	\$45,000	<b>\$45,000</b>	2024
<a href="#">Woven Learning And Technology</a>	CA	\$418,850	President	\$94,500	<b>\$94,500</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Magnolia Global Academy For Leaders</a>	CA	\$420,262	Executive Di	\$78,334	<b>\$76,315</b>	2025
<a href="#">Glaucoma Research And Education Group</a>	CA	\$348,575	Research Director	\$40,000	<b>\$40,000</b>	2024
<a href="#">Community Alliance For Learning</a>	CA	\$345,986	Executive Dir.	\$57,105	<b>\$55,633</b>	2025
<a href="#">Southern California Soaring Academyinc</a>	CA	\$428,796	President	\$60,000	<b>\$61,772</b>	2023
<a href="#">Lead California</a>	CA	\$339,024	Executive Director	\$190,067	<b>\$190,067</b>	2024
<a href="#">Center For Mathematics And Teaching Inc</a>	CA	\$335,180	Vice President	\$86,718	<b>\$89,279</b>	2023
<a href="#">Yours Humanly</a>	CA	\$330,099	Ceo	\$72,000	<b>\$72,000</b>	2024
<a href="#">Marshmallow Minds</a>	CA	\$324,319	Ceo	\$64,500	<b>\$66,405</b>	2023
<a href="#">Blockchain Acceleration Foundation</a>	CA	\$318,194	Head Of Operations	\$53,162	<b>\$53,162</b>	2024
<a href="#">Long Beach City College Auxiliary Inc</a>	CA	\$456,103	Director Bss	\$176,912	<b>\$182,137</b>	2023
<a href="#">Jose Valdes Math Foundation</a>	CA	\$463,096	Executive Director	\$105,000	<b>\$105,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **54** organizations. Compensation range \$1,500–\$190,067; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$386,952); for reference, expenses \$364,347 and assets \$108,137.
ROLE MATCH	Lauren E Augusta, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (Lauren E Augusta) 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 54 similarly situated organizations (Same NTEE sector (B90) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,538 is reasonable (approximately the 63<sup>rd</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.