

Northeast States Emergency Consortium Inc

Executive Director / CEO

EIN **043137498**
 MA · NTEE Z99Z
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Edward Fratto, Executive Director / CEO** (\$89,364) against **every comparable organization** that fit the selection criteria — **195** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Edward Fratto — 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 (Z99Z).
BUDGET	Total revenue between \$194,068 and \$434,481 — 0.67x to 1.50x the subject's \$289,654 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

195 organizations qualified on sector, size, and geography → **195** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,493	\$28,044	\$60,617	\$86,773	\$115,445	\$89,364
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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 MA 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
Midnight Circus In The Parks	IL	\$292,133	President & Secretary	\$65,000	\$71,112	2024
Brew House Arts	PA	\$292,357	Executive Dir.	\$47,661	\$54,454	2023
Oregon Agricultural Education Foundation	OR	\$293,154	Director	\$12,259	\$12,342	2025
Wisconsin Environmental Initiative Inc	WI	\$285,741	President	\$235,712	\$282,034	2023
Unitypoint Health-marshalltown	IA	\$285,145	Former President/ceo Amhc (To 8/23)	\$136,439	\$166,247	2024
Broken Men Foundation	VA	\$284,925	Chief Officer	\$15,100	\$16,225	2024
Storeydreams Foundation Inc	CA	\$284,256	President	\$153,377	\$151,737	2023
Slavic International Association	WA	\$283,976	President	\$57,600	\$57,388	2024
Discover Sugar River Region Foundation	NH	\$295,525	Executive Director	\$47,953	\$48,004	2025
Boulevard Harambee	MI	\$299,527	President	\$14,243	\$16,843	2023
Shoreline Public Schools Foundation	WA	\$301,206	Executive Director	\$40,240	\$40,092	2024
Music Mends Minds Inc	CA	\$278,012	Executive Director	\$98,000	\$94,171	2024
Poway Valley Water Polo Club Inc	CA	\$301,640	President	\$3,749	\$3,603	2024
Autism Connection Of Pa	PA	\$301,785	President And Ceo	\$29,280	\$33,453	2023
Padre Pio Academy	CA	\$302,702	Principal	\$20,700	\$20,478	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sharecare Faith In Action	PA	\$275,686	Executive Dir.	\$63,041	\$69,959	2024
James Demelo Ministries	TX	\$274,491	President	\$150,000	\$166,975	2024
Westchester Putnam Health Management Systems Inc	NY	\$305,000	Director/president	\$116,415	\$117,064	2024
Colorado Park Housing Corporation	CA	\$306,194	President & Ceo	\$65,738	\$65,035	2023
Orange County Bar Association Charitable	CA	\$306,363	Ceo / Executive Director	\$17,519	\$16,834	2024
New York State Recreation &	NY	\$306,420	Executive Dir.	\$55,000	\$55,307	2024
Day Seven Ministries Inc	PA	\$271,876	Executive Director	\$70,000	\$77,682	2024
Garagiste Events Inc	CA	\$271,614	President	\$29,500	\$28,347	2024
Mariposa Housing Inc	CA	\$307,819	Executive Dir.	\$3,602	\$3,461	2024
Pegasus Therapeutic Riding Center	CA	\$307,891	Executive Dir.	\$93,222	\$89,579	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **195** organizations. Compensation range \$47–\$533,057; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$289,654); for reference, expenses \$304,937 and assets \$63,740.

ROLE MATCH	Edward Fratto, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	76 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	63 rd

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 (Edward Fratto) 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 195 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,364 is reasonable (approximately the 76th 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.