

Echoes Of Hope

Executive Director / CEO

EIN 260217549
 CA · NTEE B82
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nicole Guiral, Executive Director / CEO** (\$103,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

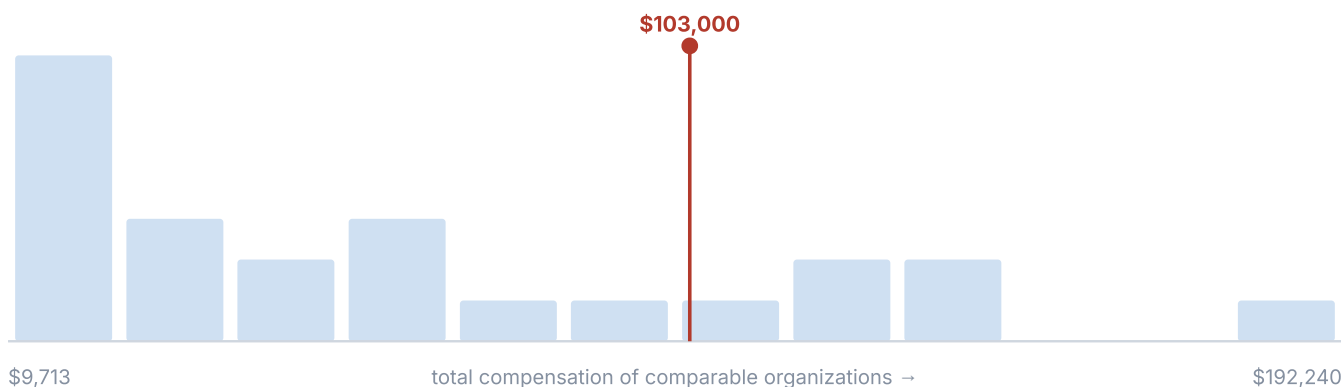
Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Nicole Guiral — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).	
BUDGET	Total revenue between \$250,324 and \$560,427 — 0.67x to 1.50x the subject's \$373,618 (the band tightens as size grows).	
GEOGRAPHY	Same NTEE sector (B82) + CA + budget 0.67–1.5x revenue.	
23	organizations qualified on sector, size, and geography	→ 23 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,527	\$22,342	\$53,422	\$97,180	\$136,832	\$103,000
----------	----------	----------	----------	-----------	-----------



● 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
If Given A Chance	CA	\$382,130	Executive Director	\$69,658	\$67,660	2024
Thrive In Joy Nick Fagnano Foundation	CA	\$388,522	Executive Dir.	\$54,000	\$52,451	2024
Edwin J Gregson Foundation	CA	\$389,830	Secretary	\$25,000	\$24,283	2024
Machine Tool Technologies	CA	\$355,329	President	\$144,000	\$139,869	2024
Corning Union High School District	CA	\$398,029	Superintende	\$18,513	\$18,513	2023
City Scholars Foundation	CA	\$406,279	Founder & President	\$128,369	\$124,686	2024
College Access Partnership Inc	CA	\$330,136	Dir/secty-treas	\$90,100	\$87,515	2024
Life Light Educational Foundation	CA	\$324,418	President	\$20,400	\$20,400	2023
Metabrainz Foundation Inc	CA	\$423,273	President/exec Director	\$120,273	\$120,273	2023
Miramar College Foundation Inc	CA	\$316,779	College Pres	\$26,256	\$25,503	2024
Central Valley Scholars	CA	\$312,387	Director	\$36,040	\$35,006	2024
Don Diego Scholarship Foundation	CA	\$302,102	Executive Dir.	\$58,467	\$56,790	2024
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$106,844	2024
St Helena Preschool For All Inc	CA	\$283,013	Executive Dir.	\$77,400	\$77,400	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Landscape Architectual	CA	\$272,536	Treasurer	\$18,000	\$17,484	2024
Black In Ai	CA	\$480,536	Ceo	\$197,918	\$192,240	2024
North Coast Builders Exchange	CA	\$253,168	Chief Executive Officer	\$17,698	\$17,698	2023
Northern California Laborers	CA	\$498,744	President	\$149,680	\$145,386	2024
California Black Chamber Of Commerce	CA	\$518,449	President & Ceo	\$67,000	\$65,078	2024
George Washington High School Alumni Association	CA	\$522,992	Executive Director	\$12,000	\$11,656	2024
Sema Memorial Scholarship Fund	CA	\$546,950	President And Ceo	\$31,000	\$30,111	2024
California Lgbtq Foundation	CA	\$551,232	Secretary Executive Director	\$55,000	\$53,422	2024
Barbara And Steve Wilson	CA	\$553,256	Director/pre	\$10,000	\$9,713	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 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 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.

Sample, role match & sensitivity

PEER COUNT	23 organizations. Compensation range \$9,713–\$192,240; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$373,618); for reference, expenses \$415,154 and assets \$285,118.
ROLE MATCH	Nicole Guiral, reported title " <i>Executive Dir.</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	57 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 (Nicole Guiral) 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 23 similarly situated organizations (Same NTEE sector (B82) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,000 is reasonable (approximately the 74th 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.