

Echoing Hills Village Foundation Inc

Executive Director / CEO

EIN 311237362

OH · NTEE E90I

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Timothy Neville, Executive Director / CEO** (\$14,086) against **every comparable organization** that fit the selection criteria — **451** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Timothy Neville — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E90I).

BUDGET Total revenue between \$95,509 and \$213,826 — 0.67x to 1.50x the subject's \$142,551 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

451 organizations qualified on sector, size, and geography → **451** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,024

\$19,852

\$39,569

\$60,940

\$93,182

\$14,086



● 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 OH 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
Ten Garofalo Street Corporation	MA	\$142,992	President & Ceo	\$54,612	\$46,334	2024
Volunteer For Dental	MI	\$143,036	Executive Director	\$63,370	\$61,755	2024
Reach Out Of Montgomery County	OH	\$141,918	Contracted Executive Director	\$92,543	\$95,276	2023
Margaretville Health Foundation	NY	\$141,705	Ceo (Effective 6/23)	\$80,777	\$70,951	2023
Southern Cove Ems	PA	\$143,459	Treasurer	\$5,591	\$5,419	2023
Kindness To Prevent Blindness Inc	IN	\$143,504	Prior Executive Director	\$32,625	\$33,443	2023
Hsc Community Services Inc	CT	\$141,493	President & Ceo	\$20,817	\$18,428	2024
Loshasa Charity Foundation	CA	\$143,842	President	\$30,000	\$24,458	2024
Camp Hope Foundation	IL	\$140,964	Executive Director	\$70,000	\$66,894	2023
Hubert Apartments Inc	FL	\$140,921	Ceo	\$38,719	\$34,342	2024
Research To End Healthcare	CA	\$140,866	Ceo	\$2,800	\$2,350	2023
Baum Harmon Mercy Hospital And Clinics	IA	\$140,566	Vp Finance Mercyone Siouxland	\$45,662	\$48,599	2023
Vecino Centers For Health Services	TX	\$140,548	Ceo And Director	\$34,292	\$32,387	2024
Medical Staff Of Sinai Hospital	MD	\$145,227	President	\$30,000	\$26,481	2024
American Institute Of The	WI	\$139,813	Executive Dir.	\$20,762	\$20,472	2024
Waverly Health Center Foundation	IA	\$139,330	Former Treasurer	\$49,532	\$52,718	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kickapoo Valley Rescue Squad Inc	WI	\$145,813	Secretary	\$1,000	\$1,016	2023
Minnesota Oral Health Coalition	MN	\$145,868	Executive Director	\$145,200	\$139,462	2023
Brunswick Novant Medical Center	NC	\$139,045	Exec Director	\$14,316	\$14,379	2023
Friends Of Jack Foundation Inc	MA	\$138,952	Secretary	\$100,000	\$84,843	2024
Crossroads Community Supported Healthcare Inc	NM	\$146,157	—	\$102,130	\$103,712	2024
Colorado Safety Net Collaborative	CO	\$138,886	Managing Consultant	\$50,000	\$46,603	2023
Napa Valley Vintners Community Health	CA	\$138,807	Chief Executive Officer	\$13,077	\$10,976	2023
Ellsworth Free Medical Clinic	ME	\$146,802	President/nu	\$17,011	\$16,082	2024
The Harlem Family Institute	NY	\$137,786	President & Executive Director	\$1,000	\$879	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **451** organizations. Compensation range \$57–\$930,750; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$142,551); for reference, expenses \$302,432 and assets \$10,706,143. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Timothy Neville, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	135 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	17 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	82 nd

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 (Timothy Neville) 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 451 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,086 is reasonable (approximately the 17th 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.