

The Echo Foundation

Executive Director / CEO

EIN 562054137
 NC · NTEE R99
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Stephanie G Ansaldo, Executive Director / CEO** (\$191,000) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

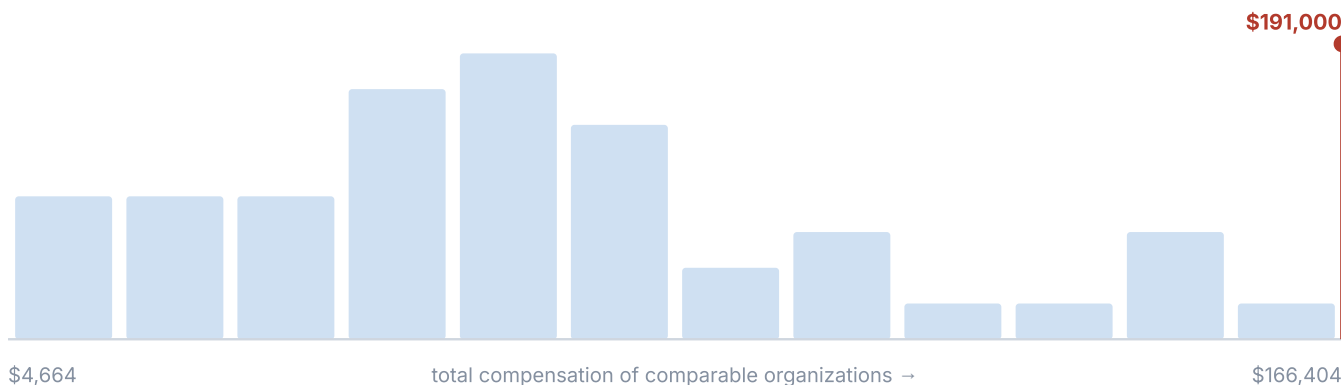
Benchmarked executive: Stephanie G Ansaldo — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R99).
BUDGET	Total revenue between \$269,332 and \$602,983 — 0.67x to 1.50x the subject's \$401,989 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R99), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,424	\$43,803	\$67,443	\$85,637	\$130,530	\$191,000
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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 NC 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
California Forward Action Fund	CA	\$410,000	President & Ceo (Term 6/14/23)	\$30,482	\$25,474	2023
Opportunities For All Floridians Inc	FL	\$385,701	Officer	\$80,850	\$73,507	2023
Bring Our Troops Home Inc	ID	\$419,583	Director	\$42,616	\$43,875	2023
Election Reformers Network Inc	MD	\$383,901	Executive Director	\$160,775	\$145,470	2023
Lead Filipino	CA	\$377,114	Executive Dir.	\$50,452	\$40,954	2024
Filipino Migrant Center	CA	\$371,775	Exec Director	\$101,185	\$82,134	2024
Oregon Donor Alliance	OR	\$365,500	Executive Director	\$116,089	\$101,342	2024
Christian Legal Aid Of The District Of	DC	\$441,791	Executive Director	\$84,930	\$70,059	2024
New York Center For Law & Justice Inc	NY	\$357,362	Executive Director	\$113,124	\$98,931	2023
Christian Family Life Services Inc	ND	\$355,938	Director	\$60,449	\$64,201	2023
Brandworkers International Inc	NY	\$355,015	Executive Director	\$74,972	\$65,566	2023
Central Alabama Fair	AL	\$454,239	Ex. Director	\$68,252	\$69,314	2024
Trails And Open Space Coalition	CO	\$464,370	Executive Dir.	\$76,296	\$68,772	2024
Hispanic Contractors Association Of The Carolinas	NC	\$466,738	Executive Director	\$137,297	\$137,297	2023
Organize Tennessee	TN	\$334,041	Executive Di	\$54,450	\$57,662	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Immigration Accountability Project	MS	\$475,384	President	\$31,936	\$33,436	2024
Bayard Rustin Center For Social Justice	NJ	\$325,629	Chief Activist	\$130,000	\$109,109	2024
Apic Spokane	WA	\$479,376	Executive Director	\$63,051	\$53,065	2024
Alaskans Take A Stand	AK	\$323,150	President	\$15,000	\$13,481	2024
National Youth Justice Network	DC	\$486,091	Executive Director	\$100,321	\$85,200	2023
Survivor Justice Action Inc	TX	\$317,100	Ceo/secretary	\$46,354	\$43,588	2024
Take Back The Court Action Fund	CA	\$315,887	President	\$22,945	\$18,625	2024
The Norml Foundation	DC	\$301,217	Vice President	\$17,500	\$14,436	2024
Casa Of Southeast Mississippi Inc	MS	\$506,199	Executive Director	\$72,500	\$78,147	2023
Vivante Espero	NC	\$295,530	President	\$23,086	\$23,086	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 44 organizations. Compensation range \$4,664–\$166,404; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$401,989); for reference, expenses \$509,100 and assets \$443,155.

ROLE MATCH	Stephanie G Ansaldo, reported title " <i>President</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.
OUTLIERS	1 peer 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	100 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	95 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 (Stephanie G Ansaldo) 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 44 similarly situated organizations (Same NTEE sector (R99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$191,000 is reasonable (approximately the 100th 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.