

The Baron Real Estate Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dr Steven Echols, Executive Director / CEO** (\$54,552) against the **2000** closest of **2,762** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Dr Steven Echols — 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 (B42).

BUDGET Total revenue between \$181,351 and \$406,011 — 0.67x to 1.50x the subject's \$270,674 (the band tightens as size grows).

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

2,762 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$8,700

\$23,510

\$45,127

\$67,918

\$94,904

\$54,552



● 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 GA 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
Return To Roots Learning Community	NH	\$270,669	Director	\$54,843	\$50,364	2024
Words In The Wild	CA	\$270,630	Executive Dir.	\$24,320	\$20,886	2024
Ready For Reading Inc	VT	\$270,629	Executive Dir.	\$2,000	\$2,061	2023
Freedom Synergy Corporation	FL	\$270,626	President	\$96,000	\$89,693	2024
Schoolcraft Community Library	MI	\$270,614	Director	\$55,494	\$55,499	2025
Girls With Books	CO	\$270,613	Executive Director	\$61,920	\$59,050	2024
African Voices Communications Inc	NY	\$270,782	Executive Director	\$65,000	\$60,141	2023
Bay State Learning Center	MA	\$270,821	Executive Director	\$43,510	\$40,034	2023
Rural Education And Workforce Alliance	KS	\$270,521	Member	\$103,710	\$114,722	2023
Lampighter Educational Group Inc	FL	\$270,516	Secretary	\$24,445	\$23,514	2023
Educators Leading The Profession	IN	\$270,500	Executive Director	\$197,004	\$206,619	2024
Mrva Inc	HI	\$270,500	Vice Preside	\$33,842	\$31,024	2023
Awareness Is Prevention Inc	NV	\$270,478	President	\$13,333	\$13,685	2023
Chesterton Foundation Of St George	MI	\$270,930	Vice President	\$93,000	\$98,288	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Research Universities	TN	\$270,369	President	\$80,000	\$81,477	2025
Joshua 19 A Non Profit Organization	WA	\$271,035	President, Executive Director, Summit Seekers Director And Teacher	\$60,565	\$52,539	2025
The Penitent Thief Inc	FL	\$270,246	President	\$36,000	\$33,635	2024
Oaktown Jazz Workshops	CA	\$271,149	Executive Dir.	\$65,971	\$56,655	2024
The Summer Institute Inc	TX	\$271,230	Treasurer, Executive Director	\$18,462	\$17,893	2025
Glowmundo Creations Inc	CO	\$270,082	Executive Director / Presi	\$90,000	\$88,363	2023
The Quest Institute For Quality Educ	CA	\$270,067	Ceo	\$33,246	\$29,395	2023
Inspireducation Inc	OH	\$271,292	Executive Director	\$48,375	\$52,462	2023
Fore Life Inc	FL	\$271,296	Director	\$18,000	\$16,817	2024
Ace Mentor Program Of Eastern Pa Inc	PA	\$271,345	Affiliate Dir.	\$68,477	\$69,922	2023
Boyds Organization For Youth Development Services Inc	MD	\$269,960	Director	\$61,700	\$57,369	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	2000 organizations. Compensation range \$1–\$530,770; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$270,674); for reference, expenses \$276,189 and assets \$7,200,000.
ROLE MATCH	Dr Steven Echols, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	204 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	60 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	61 st
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Dr Steven Echols) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,552 is reasonable (approximately the 61st 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.