



Compensation for People with Lived Expertise

April 2025 Update to Leadership Council

Sharing power in governance

Historically, the voices of those with lived experience of homelessness have not had a seat at the table.

PLE Compensation is intended to provide equitable compensation reflective of their work.



How it Works



Creates policy



**Fundraise,
implement policy,
report**



**3rd Party Payee
(handles payments)**



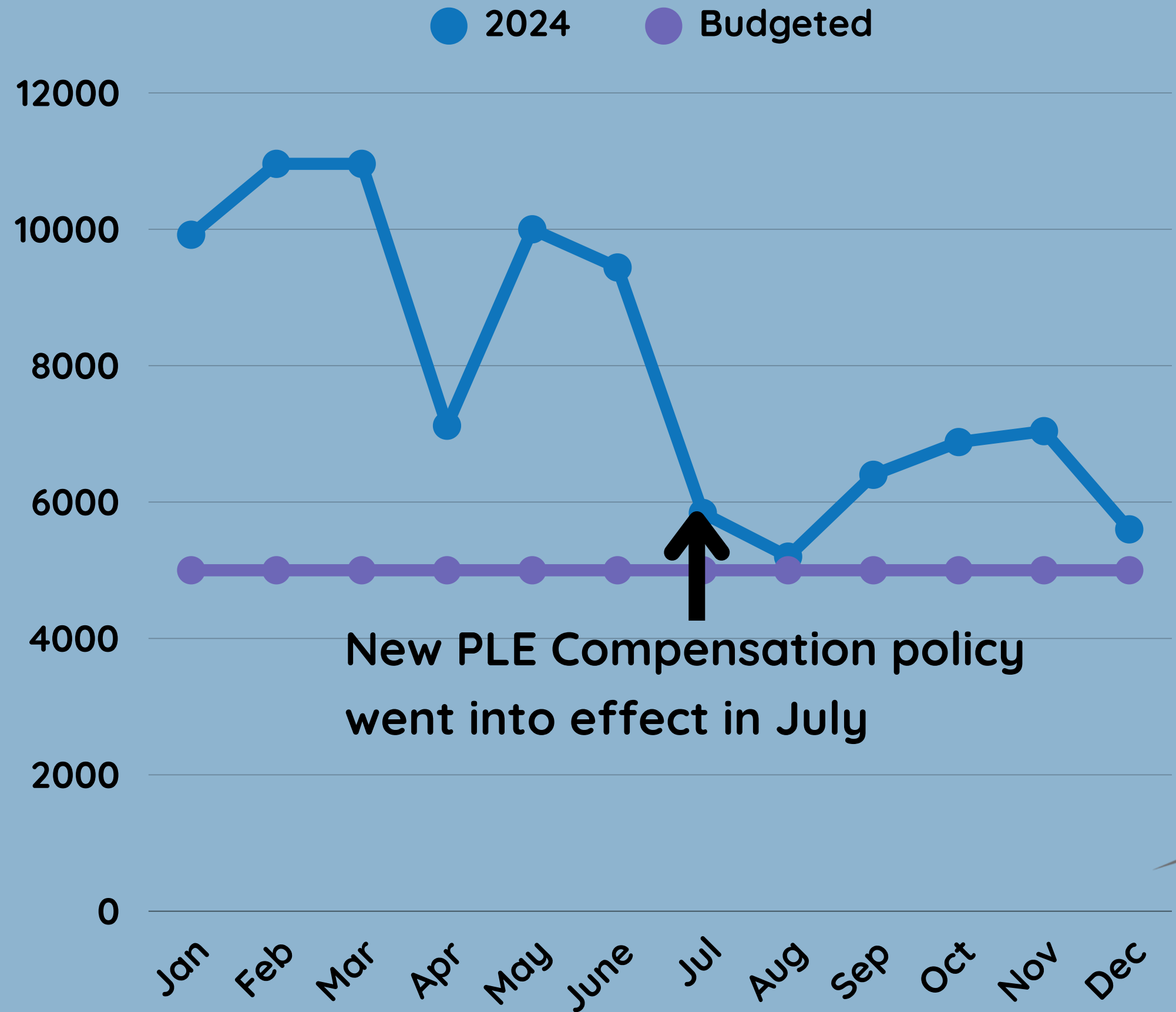
PLE Compensation Basics

- \$80 for initial onboarding and training
- \$400/month for Leadership Councilmembers
- \$160/month for Committee/Workgroup member
- \$240/month for Committee co-chair or Workgroup lead



PLE Compensation in 2024 - Monthly Expenditures

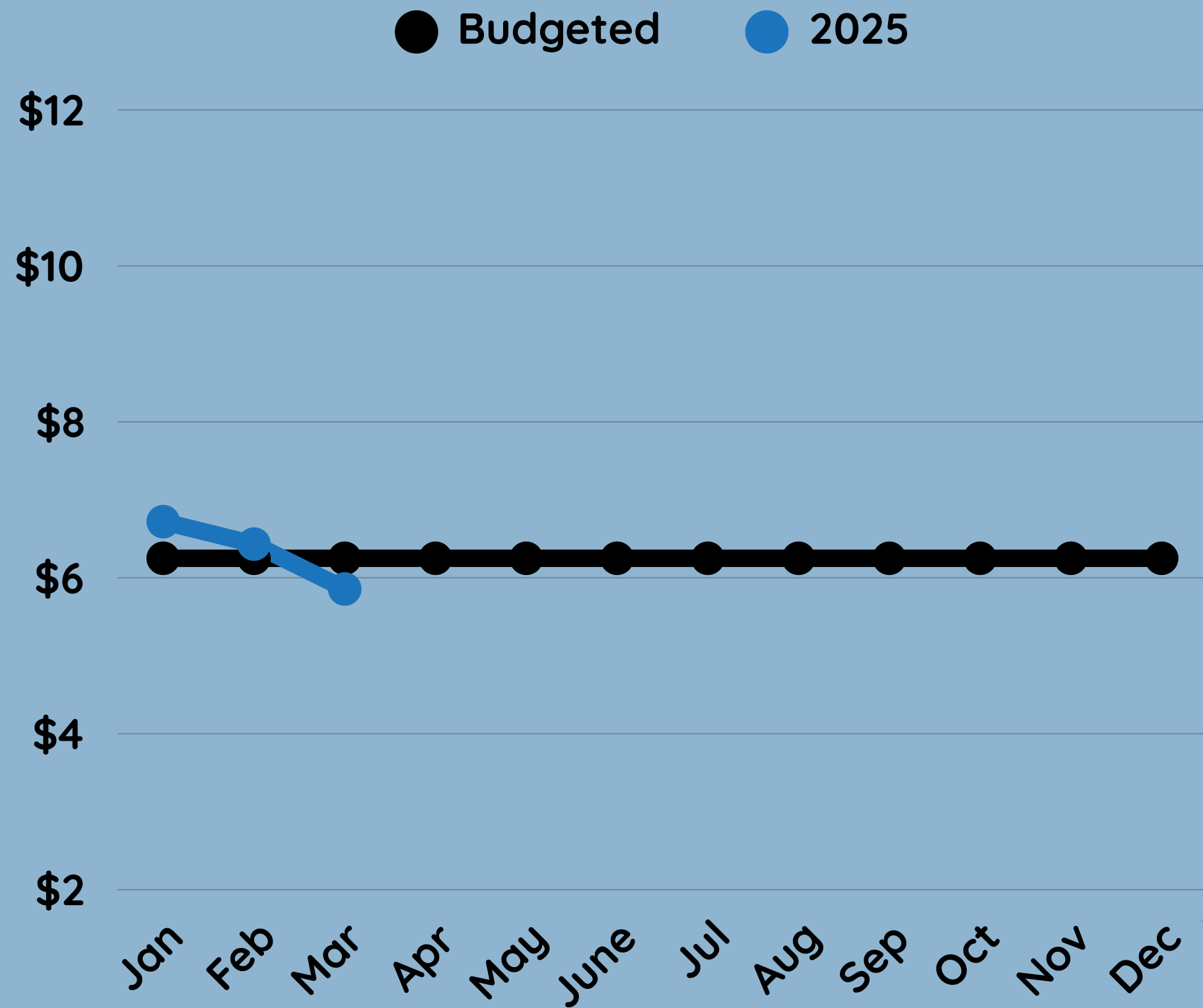
- **\$95,360** in direct compensation to PLEs in Governance
- **\$19,072** in admin fees to TOOF
- Total of **\$114,432** spent



PLE Compensation in 2025 (YTD)

Average spending in 2025
\$5,068 monthly plus 20%
admin fee for a total of
\$6,336 for a total of \$76K in
2025

\$75,000 is budgeted for
2025 or \$6,250 a month



Fundraising Efforts

- ECHO received funds in 2024 through Glimmer Austin, Indeed, and Samsung
- ECHO anticipates funding from some of these same organizations in 2025
- Budget is set at \$75,000 for compensation for Governance in 2025. This is with projected income to come in 2025.

