

Children At Heart Adoption Svcs Inc

Executive Director / CEO

EIN 141783554

NC · NTEE Q30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Janice Bergeron, Executive Director / CEO** (\$50,400) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

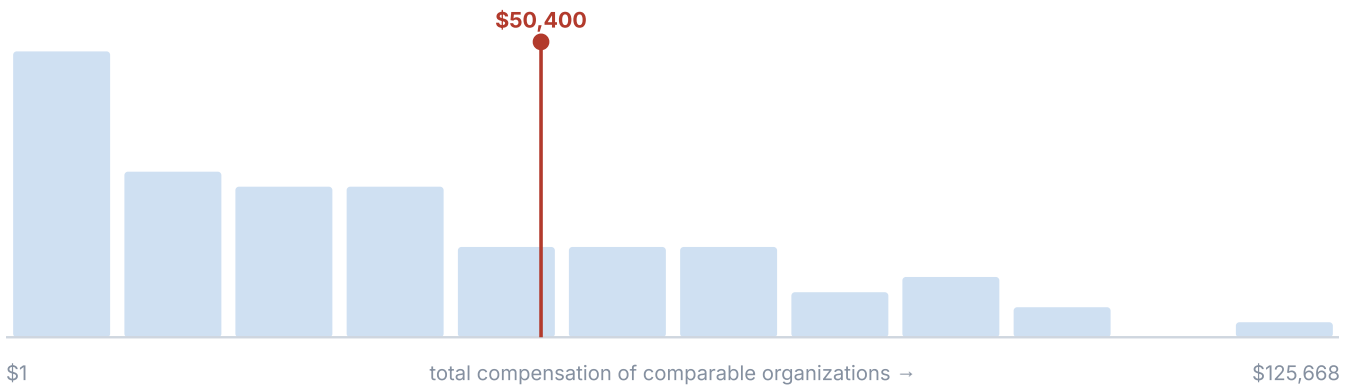
Benchmarked executive: Janice Bergeron — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$125,887 and \$281,838 — 0.67x to 1.50x the subject's \$187,892 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,452	\$11,247	\$29,881	\$56,450	\$81,592	\$50,400
---------	----------	----------	----------	----------	----------



● 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
Friends Of The Third World Inc	IN	\$187,426	President/administrative Coordinator	\$3,200	\$3,266	2024
Women To The World Inc	GA	\$186,095	President	\$22,800	\$22,842	2023
Key Of Hope	MI	\$192,227	President	\$4,000	\$3,996	2024
Every Tribe International	CO	\$192,674	Executive Director	\$70,000	\$64,961	2024
Mbeya	CA	\$178,935	Chief Executive	\$77,004	\$66,253	2023
Godesign Inc	GA	\$178,799	Ceo	\$57,200	\$55,662	2024
New Asia Foundation For Education	CA	\$178,689	President	\$7,500	\$6,453	2023
International Medicine Network Inc	OK	\$177,364	President	\$43,017	\$45,843	2024
For The Love Of Mateo inc	MO	\$198,616	Edwards	\$6,337	\$6,496	2024
Orphans International Helpline	MI	\$199,233	President	\$48,000	\$49,366	2023
Advocates For Massachusetts Charter	MA	\$200,000	Clerk	\$9,266	\$8,059	2024
Make Life Skate Life	CO	\$175,405	President	\$24,000	\$22,930	2023
Families Mentoring Families	UT	\$200,946	President	\$18,000	\$17,829	2024
Bridging Hope Inc	CO	\$202,194	Founder Ed	\$37,110	\$34,438	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pimentel Project Inc	NC	\$203,239	Executive Secretary	\$15,996	\$16,468	2023
The Rose International Fund For Children	WA	\$204,515	Executive Director/president	\$7,307	\$6,519	2023
Creative Women Of The World Inc	IN	\$205,034	Executive Dir.	\$43,677	\$44,577	2024
The Coffee Trust	NM	\$170,317	Secretary/tr	\$6,573	\$6,842	2024
Mae El Salvador	OH	\$205,761	Cofounder	\$20,968	\$22,128	2023
Sweetwater Outreach Inc	AL	\$206,358	Coo	\$18,000	\$18,820	2024
The Medical Centers Of West Africa Inc	LA	\$206,663	Team Leader	\$55,800	\$61,221	2023
Serving Our Neighbor International	MI	\$207,383	Vice President	\$16,187	\$16,170	2024
Capacitar Inc	CA	\$208,079	Executive Dir.	\$102,354	\$85,537	2024
Himalayan Healthcare Inc	NY	\$167,365	Director	\$38,280	\$33,477	2024
Advocates For Africa's Children	WA	\$208,526	Pres, Exec D	\$31,038	\$26,894	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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 **78** organizations. Compensation range \$1–\$125,668; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$187,892); for reference, expenses \$207,111 and assets \$91,965.
ROLE MATCH	Janice Bergeron, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	72 nd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	68 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 (Janice Bergeron) 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 78 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,400 is reasonable (approximately the 72nd 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.