

Adoption Dreams Come True Inc

Executive Director / CEO

EIN 201621199

CO · NTEE P31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cindy Sarai, Executive Director / CEO** (\$92,700) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Cindy Sarai — reported title “ADCT Exec Direc”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

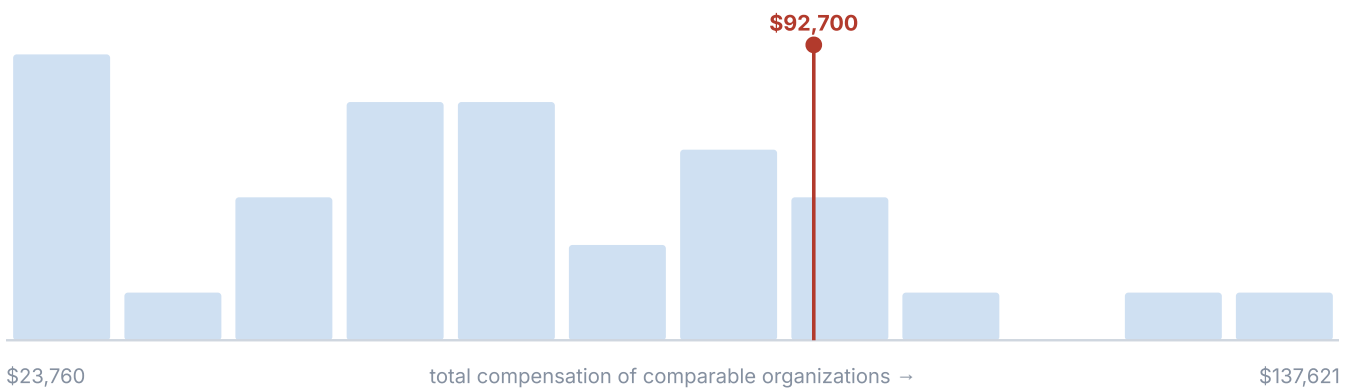
SECTOR Organizations sharing the subject's NTEE classification (P31).

BUDGET Total revenue between \$219,286 and \$490,939 — 0.67x to 1.50x the subject's \$327,293 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P31), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,105	\$48,644	\$65,239	\$82,654	\$94,032	\$92,700
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 88TH
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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 CO 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
Hope Adoption Inc	TX	\$328,875	Executive Director	\$84,510	\$88,162	2024
Elijah Foundation	IL	\$322,750	President	\$30,000	\$30,758	2024
Appleshwhite Adoptions	SC	\$317,771	Director	\$114,650	\$124,737	2024
Children Of The World Inc	AL	\$314,548	Executive Di	\$24,958	\$28,950	2023
Little Ones Ministries Inc	OK	\$307,599	Ceo/board Member	\$49,200	\$56,499	2024
Alternatives In Motion Inc	TX	\$306,580	Ceo	\$90,303	\$94,205	2024
The Zoe Foundation	MO	\$304,475	Board Member/pastor	\$121,017	\$137,621	2023
Adoption & Beyond Inc	KS	\$352,267	Executive Director	\$44,040	\$49,618	2024
Agape Adoptions	WA	\$354,364	Executive Director	\$71,400	\$68,635	2023
Open Door Adoption Services	MI	\$298,537	Chief Admini	\$61,074	\$65,742	2024
Korean Adoptees Ministry Center	MN	\$294,804	Executive Director	\$23,057	\$23,760	2024
Reece's Rainbow Inc	WI	\$361,078	Treasurer	\$54,755	\$59,636	2024
Mission 823 Inc	FL	\$361,189	President	\$61,198	\$59,956	2024
World Links Association Inc	PA	\$361,410	Executive Director	\$49,004	\$50,964	2024
Amazing Grace Adoptions	NC	\$364,118	Vp/secretary	\$85,040	\$91,637	2024
Global Adoption Services Inc	MD	\$286,086	Executive Director	\$45,548	\$45,721	2023
Saint Mary International Adoptions Inc	NC	\$282,802	Ceo	\$62,150	\$68,950	2023
A Bond Of Love Adoption Agency Inc	FL	\$274,468	Executive Director	\$60,221	\$58,999	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Family To Family Support Network	CO	\$271,420	Executive Di	\$79,402	\$81,747	2023
Arizona Faith And Families	AZ	\$393,869	Executive Director	\$40,758	\$40,879	2024
Casa Of Lake & Sanders Counties	MT	\$259,792	Executive Di	\$57,585	\$64,735	2024
Hannahs Hope Inc	TN	\$396,568	Executive Director	\$97,924	\$107,346	2024
Connecting Hearts Inc	WY	\$397,204	Chairman	\$68,467	\$78,718	2023
Forever Bound Adoption	MO	\$244,845	Founder & Ceo	\$24,000	\$26,510	2024
Capital Adoptive Families Alliance	CA	\$242,461	Executive Dir.	\$64,215	\$57,828	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 32 organizations. Compensation range \$23,760–\$137,621; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$327,293); for reference, expenses \$412,476 and assets \$205,914.

ROLE MATCH Cindy Sarai, reported title *"ADCT Exec Direc"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	88 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 (Cindy Sarai) 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 32 similarly situated organizations (Same NTEE sector (P31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,700 is reasonable (approximately the 88th 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.