

Adoption Makes Family Inc

Executive Director / CEO

EIN 205778349

MD · NTEE P31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dean Kirschner, Executive Director / CEO** (\$146,000) against **every comparable organization** that fit the selection criteria — **512** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

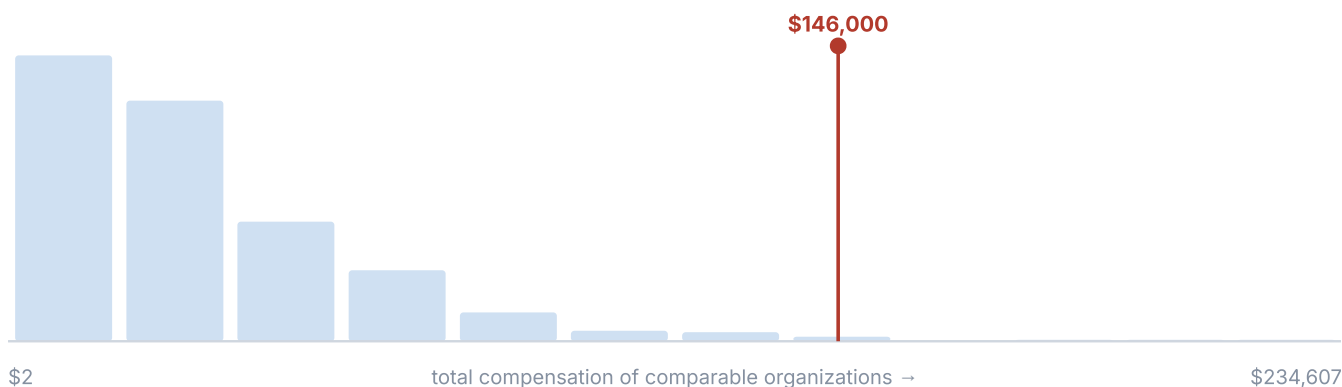
Benchmarked executive: Dean Kirschner — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P31).
BUDGET	Total revenue between \$54,101 and \$121,122 — 0.67x to 1.50x the subject's \$80,748 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

512 organizations qualified on sector, size, and geography → **512** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,401	\$14,092	\$26,162	\$44,898	\$70,776	\$146,000
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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 MD 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 Hospice	WA	\$80,672	Executive Di	\$21,210	\$20,312	2024
Elizabeth Warner Marvin Community House Inc	NY	\$80,894	Co-treasurer	\$4,595	\$4,441	2024
Shelter Resources Inc	LA	\$80,584	Exective Director	\$98,572	\$116,098	2024
The Pelzman Foundation For Healthcare	NY	\$80,583	President	\$60,000	\$57,993	2024
Friendship House Corporation	FL	\$80,533	Director	\$31,745	\$32,841	2023
Rebecca Residence Foundation	PA	\$80,480	Board Member	\$13,195	\$14,491	2023
Christian Counseling Services	CA	\$80,450	Administrative Director	\$31,600	\$29,187	2024
Latinos For Leadership Excellence	CA	\$81,059	Founder & Board Chair	\$99,013	\$94,152	2023
Waymakers Center	TN	\$80,299	President And Treasurer	\$22,500	\$26,045	2023
Family Connection & Cis Of Wash	GA	\$81,253	Executive Director	\$50,500	\$54,312	2024
Doylestown Business And Community Alliance	PA	\$80,143	Office Manager	\$20,916	\$22,310	2024
Ambassadors Of Fathers House	NJ	\$80,101	Vice President	\$13,846	\$13,223	2024
Monmouth Ucp Housing Inc	NJ	\$81,395	Executive Director	\$41,676	\$39,801	2024
Big Brothers Big Sisters Of Miami	FL	\$81,446	President & Ceo	\$12,086	\$12,503	2023
Hope Rising Arizona	AZ	\$79,812	Director	\$100,557	\$106,497	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Crease-dyre Housing Development	PA	\$79,743	Director Of Construction	\$13,787	\$15,140	2023
Youth Connection	TX	\$79,732	Executive Director	\$48,750	\$50,816	2025
Maxcen Housing Society Inc Wisconsin Branch	WI	\$81,836	Ceo	\$5,188	\$5,795	2024
Recovery Cafe Columbus	IN	\$79,639	Executive Director	\$12,003	\$13,940	2023
Community Bridges Development Foundation	AZ	\$81,911	Director	\$44,616	\$45,896	2024
Adams Quest	PA	\$81,977	Director	\$52,631	\$56,140	2024
Edview Corporation	MA	\$79,456	President & Ceo	\$14,178	\$14,030	2023
California Teachers Association Disaster	CA	\$82,148	Trustee	\$63,523	\$58,671	2024
Patch Our Planet Inc	FL	\$82,203	Executive Di	\$71,624	\$71,970	2024
Wood County Village Inc	OH	\$82,210	President/ceo	\$44,493	\$51,895	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 512 organizations. Compensation range \$2–\$234,607; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$80,748); for reference, expenses \$208,635 and assets \$779,296. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Dean Kirschner, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	175 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	72 nd

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 (Dean Kirschner) 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 512 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$146,000 is reasonable (approximately the 99th 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.