

# Hopscotch Adoptions Inc

Executive Director / CEO

EIN 208066676

NC · NTEE P31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robin Sizemore, Executive Director / CEO** (\$76,223) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

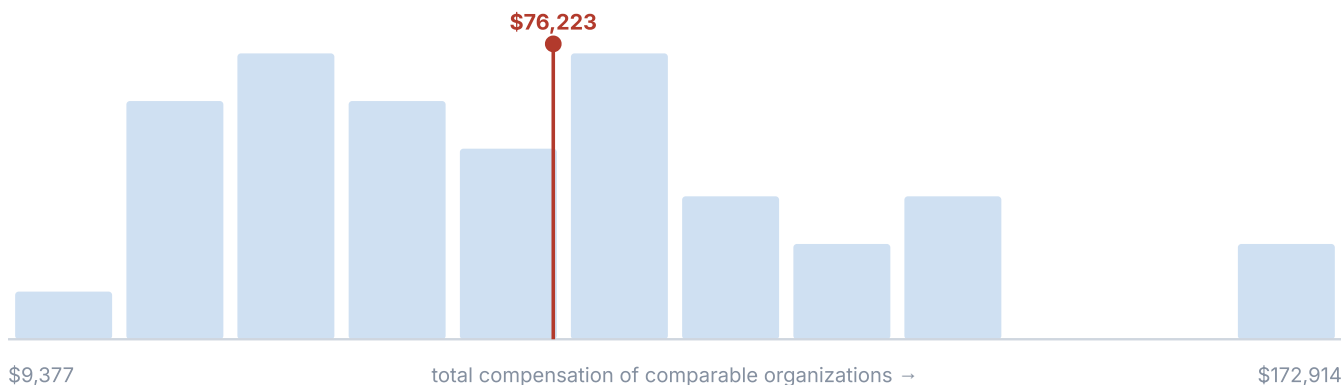
**Benchmarked executive:** Robin Sizemore — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P31).
BUDGET	Total revenue between \$308,703 and \$691,126 — 0.67x to 1.50x the subject's \$460,751 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P31), nationwide + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,449	\$46,046	\$73,051	\$93,083	\$125,027	\$76,223
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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 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
<a href="#">Beacon House Adoption Services Inc</a>	LA	\$446,208	Program/finance Director	\$60,500	<b>\$66,378</b>	2023
<a href="#">Bucksport Area Child Care Center</a>	ME	\$444,530	Executive Di	\$26,649	<b>\$25,826</b>	2024
<a href="#">Holy Family Services Adoption And Foster</a>	CA	\$437,239	Executive Director	\$99,740	<b>\$85,815</b>	2023
<a href="#">Georgia Adoption Specialists Inc</a>	GA	\$495,400	Key Employee	\$177,692	<b>\$172,914</b>	2024
<a href="#">Hopeful Hearts Foundation Inc</a>	KY	\$422,104	Executive Director	\$73,000	<b>\$78,146</b>	2023
<a href="#">Hope That Binds Inc</a>	KY	\$419,044	Executive Director	\$26,443	<b>\$28,307</b>	2023
<a href="#">Rainbow Of Love Inc</a>	TX	\$505,555	Administrator	\$9,408	<b>\$9,377</b>	2023
<a href="#">Adoption Center For Family Building</a>	IL	\$511,177	Executive Dir.	\$119,434	<b>\$113,637</b>	2024
<a href="#">Congressional Coalition On Adoption</a>	DC	\$511,394	Executive Director	\$141,796	<b>\$123,981</b>	2023
<a href="#">Connecting Hearts Inc</a>	WY	\$397,204	Chairman	\$68,467	<b>\$73,051</b>	2023
<a href="#">Hannahs Hope Inc</a>	TN	\$396,568	Executive Director	\$97,924	<b>\$99,618</b>	2024
<a href="#">Arizona Faith And Families</a>	AZ	\$393,869	Executive Director	\$40,758	<b>\$37,936</b>	2024
<a href="#">Bravelove Inc</a>	TX	\$534,901	Executive Director	\$83,000	<b>\$80,353</b>	2024
<a href="#">Shared Beginnings</a>	AR	\$542,655	Executive Di	\$69,300	<b>\$75,389</b>	2024
<a href="#">Amazing Grace Adoptions</a>	NC	\$364,118	Vp/secretary	\$85,040	<b>\$85,040</b>	2024
<a href="#">World Links Association Inc</a>	PA	\$361,410	Executive Director	\$49,004	<b>\$47,295</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mission 823 Inc</a>	FL	\$361,189	President	\$61,198	<b>\$55,640</b>	2024
<a href="#">Reece's Rainbow Inc</a>	WI	\$361,078	Treasurer	\$54,755	<b>\$55,343</b>	2024
<a href="#">Maya Organization</a>	PA	\$565,369	Executive Director	\$100,000	<b>\$96,513</b>	2024
<a href="#">Agape Adoptions</a>	WA	\$354,364	Executive Director	\$71,400	<b>\$63,694</b>	2023
<a href="#">Open Hearts For Orphans Inc</a>	FL	\$568,817	Ceo	\$60,000	<b>\$54,551</b>	2024
<a href="#">Adoption &amp; Beyond Inc</a>	KS	\$352,267	Executive Director	\$44,040	<b>\$46,046</b>	2024
<a href="#">Growing Hope Through Love</a>	MI	\$582,212	Executive Di	\$128,253	<b>\$128,117</b>	2024
<a href="#">The Abba Fund Inc</a>	TX	\$588,434	Director	\$43,200	<b>\$41,822</b>	2024
<a href="#">Hope Adoption Inc</a>	TX	\$328,875	Executive Director	\$84,510	<b>\$81,815</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	37 organizations. Compensation range \$9,377–\$172,914; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$460,751); for reference, expenses \$447,252 and assets \$613,343.
ROLE MATCH	Robin Sizemore, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	54 <sup>th</sup>

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 (Robin Sizemore) 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 37 similarly situated organizations (Same NTEE sector (P31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,223 is reasonable (approximately the 54<sup>th</sup> 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.