

Connecticut Family Support Network

Executive Director / CEO

EIN 272790088

CT · NTEE P30

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Adrianna Ramirez, Executive Director / CEO** (\$60,008) against **every comparable organization** that fit the selection criteria — **172** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

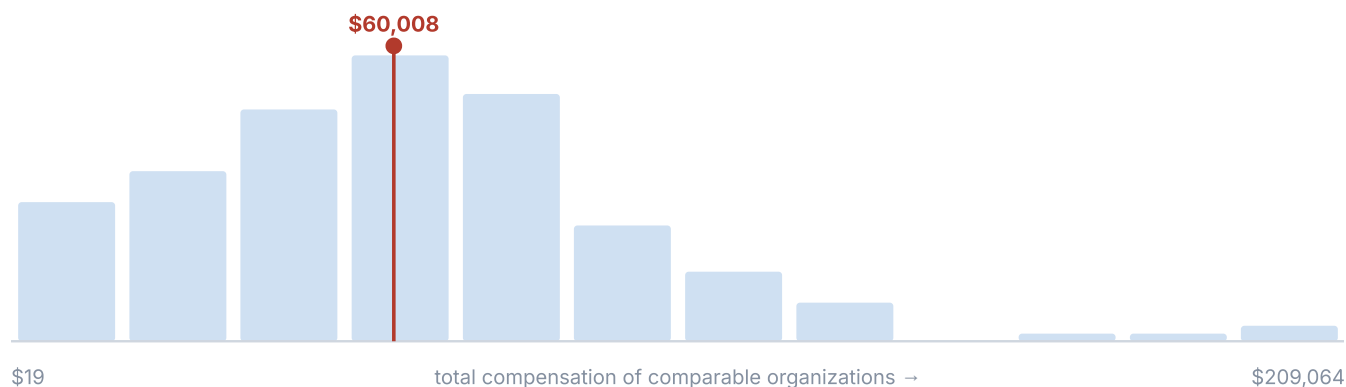
Benchmarked executive: Adrianna Ramirez — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$171,975 and \$385,020 — 0.67x to 1.50x the subject's \$256,680 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

172 organizations qualified on sector, size, and geography → **172** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,733	\$36,816	\$60,950	\$81,156	\$105,194	\$60,008
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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 CT 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
Blue Door Ministries Inc	AR	\$256,299	President	\$51,050	\$62,821	2024
Tlc Foundation Inc	CT	\$256,279	Executive Di	\$14,891	\$15,285	2024
Child Welfare Citizens Board Of Ok	OK	\$257,089	Executive Director	\$62,000	\$74,739	2024
Jacob's Bridge To Learning Inc	OK	\$258,264	Founder / Director	\$21,000	\$25,315	2024
Bridges Child Placement Agency	CO	\$254,004	Director	\$82,402	\$84,271	2025
Westlawn Youth Network	IL	\$251,654	Exec Dir	\$27,400	\$29,490	2024
Casa Of Polk County Inc	OR	\$251,256	Executive Director	\$59,463	\$60,453	2024
Esthers Heart For Transformation Ministry Inc	NC	\$262,235	Executive Director	\$39,250	\$44,398	2024
Beautiful Feet Global Outreach Inc	TN	\$262,520	Executive Director	\$45,990	\$54,486	2023
Metro Youth Sports Inc	IN	\$262,683	President	\$9,000	\$10,123	2025
Caleb Micah Ministries	TX	\$263,270	President	\$108,200	\$118,490	2024
Lowndes Valdosta Commission For Children & Youth Inc	GA	\$263,393	Executive Director	\$24,000	\$27,199	2023
Tire Swing Collective Inc	GA	\$263,850	Executive Director / Board Member	\$84,000	\$92,465	2024
Tecumseh Tomorrows Inc	NE	\$265,257	Secretary	\$24,485	\$29,682	2023
Enlighten Communications Inc	CO	\$248,085	President	\$64,800	\$68,024	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Loveland Boxing Gym	CO	\$247,524	President	\$67,067	\$72,483	2023
Early Matters Inc	TX	\$247,048	Director/president	\$80,000	\$87,608	2024
The Court & Child Advocacy Group Inc	IN	\$267,472	Director	\$76,792	\$91,274	2023
Camp Possibilities Foundation	MD	\$268,393	Executive Director	\$58,393	\$59,765	2024
A Bed 4 Me Foundation Inc	FL	\$268,409	Executive Director	\$44,750	\$47,382	2023
Wetzel-tyler Child Advocacy Center	WV	\$268,458	Executive Director	\$49,759	\$58,982	2024
North River Care Inc	FL	\$244,610	Executive Director	\$60,082	\$63,616	2023
Paulding Pregnancy Services Inc	GA	\$269,513	Director	\$31,425	\$34,591	2024
Casa Of The 16th Jdc	LA	\$243,654	Executive Direc	\$46,308	\$54,384	2025
Visionary Youth	NE	\$270,255	Executive Director	\$35,843	\$42,204	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2025 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 CT 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 172 organizations. Compensation range \$19–\$209,064; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$256,680); for reference, expenses \$201,345 and assets \$226,250.

ROLE MATCH Adrianna Ramirez, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	48 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	47 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 (Adrianna Ramirez) 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 10, 2026, comparing compensation against 172 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,008 is reasonable (approximately the 48th 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 10, 2026.