

# Amazing Grace Adoptions

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Donnas Kinton, Executive Director / CEO** (\$85,040) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

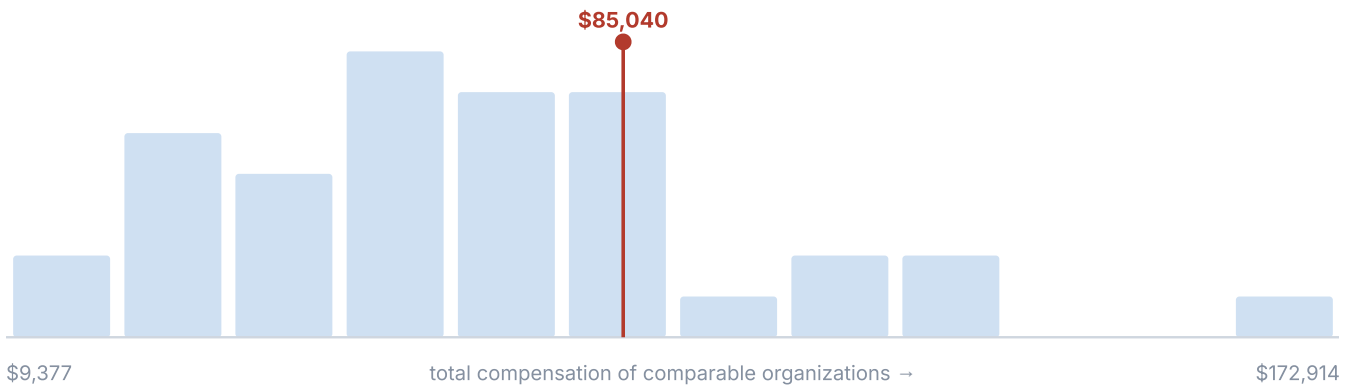
**Benchmarked executive:** Donnas Kinton — reported title “VP/SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P31).
BUDGET	Total revenue between \$243,959 and \$546,177 — 0.67x to 1.50x the subject's \$364,118 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P31), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,346	\$45,142	\$63,840	\$82,815	\$114,697	\$85,040
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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="#">World Links Association Inc</a>	PA	\$361,410	Executive Director	\$49,004	<b>\$47,295</b>	2024
<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="#">Agape Adoptions</a>	WA	\$354,364	Executive Director	\$71,400	<b>\$63,694</b>	2023
<a href="#">Adoption &amp; Beyond Inc</a>	KS	\$352,267	Executive Director	\$44,040	<b>\$46,046</b>	2024
<a href="#">Arizona Faith And Families</a>	AZ	\$393,869	Executive Director	\$40,758	<b>\$37,936</b>	2024
<a href="#">Hannahs Hope Inc</a>	TN	\$396,568	Executive Director	\$97,924	<b>\$99,618</b>	2024
<a href="#">Connecting Hearts Inc</a>	WY	\$397,204	Chairman	\$68,467	<b>\$73,051</b>	2023
<a href="#">Hope Adoption Inc</a>	TX	\$328,875	Executive Director	\$84,510	<b>\$81,815</b>	2024
<a href="#">Adoption Dreams Come True Inc</a>	CO	\$327,293	Adct Exec Direc	\$92,700	<b>\$86,026</b>	2024
<a href="#">Elijah Foundation</a>	IL	\$322,750	President	\$30,000	<b>\$28,544</b>	2024
<a href="#">Applewhite Adoptions</a>	SC	\$317,771	Director	\$114,650	<b>\$115,757</b>	2024
<a href="#">Children Of The World Inc</a>	AL	\$314,548	Executive Di	\$24,958	<b>\$26,866</b>	2023
<a href="#">Hope That Binds Inc</a>	KY	\$419,044	Executive Director	\$26,443	<b>\$28,307</b>	2023
<a href="#">Little Ones Ministries Inc</a>	OK	\$307,599	Ceo/board Member	\$49,200	<b>\$52,432</b>	2024
<a href="#">Alternatives In Motion Inc</a>	TX	\$306,580	Ceo	\$90,303	<b>\$87,423</b>	2024
<a href="#">Hopeful Hearts Foundation Inc</a>	KY	\$422,104	Executive Director	\$73,000	<b>\$78,146</b>	2023
<a href="#">The Zoe Foundation</a>	MO	\$304,475	Board Member/pastor	\$121,017	<b>\$127,714</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Open Door Adoption Services</a>	MI	\$298,537	Chief Admini	\$61,074	<b>\$61,009</b>	2024
<a href="#">Korean Adoptees Ministry Center</a>	MN	\$294,804	Executive Director	\$23,057	<b>\$22,049</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="#">Global Adoption Services Inc</a>	MD	\$286,086	Executive Director	\$45,548	<b>\$42,429</b>	2023
<a href="#">Bucksport Area Child Care Center</a>	ME	\$444,530	Executive Di	\$26,649	<b>\$25,826</b>	2024
<a href="#">Saint Mary International Adoptions Inc</a>	NC	\$282,802	Ceo	\$62,150	<b>\$63,986</b>	2023
<a href="#">Beacon House Adoption Services Inc</a>	LA	\$446,208	Program/finance Director	\$60,500	<b>\$66,378</b>	2023

**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	36 organizations. Compensation range \$9,377–\$172,914; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$364,118); for reference, expenses \$315,815 and assets \$217,759.
ROLE MATCH	Donnas Kinton, reported title "VP/SECRETARY", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Donnas Kinton) 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 36 similarly situated organizations (Same NTEE sector (P31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,040 is reasonable (approximately the 75<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.