

Saint Mary International Adoptions Inc

Executive Director / CEO

EIN 562251578
 NC · NTEE P310
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Vesselina Ratcheva, Executive Director / CEO** (\$62,150) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P310).

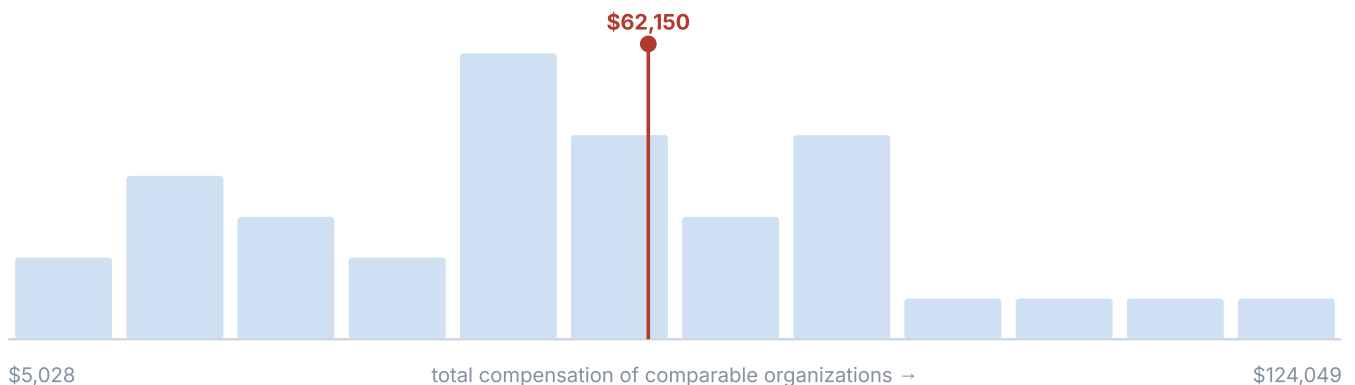
BUDGET Total revenue between \$189,477 and \$424,203 — 0.67x to 1.50x the subject's \$282,802 (the band tightens as size grows).

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

35 organizations qualified on sector, size, and geography

→ **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,864	\$32,287	\$54,043	\$75,127	\$84,372	\$62,150
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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
Global Adoption Services Inc	MD	\$286,086	Executive Director	\$45,548	\$41,212	2023
A Bond Of Love Adoption Agency Inc	FL	\$274,468	Executive Director	\$60,221	\$53,181	2024
Family To Family Support Network	CO	\$271,420	Executive Di	\$79,402	\$73,686	2023
Korean Adoptees Ministry Center	MN	\$294,804	Executive Director	\$23,057	\$21,416	2024
Open Door Adoption Services	MI	\$298,537	Chief Admini	\$61,074	\$59,259	2024
The Zoe Foundation	MO	\$304,475	Board Member/pastor	\$121,017	\$124,049	2023
Casa Of Lake & Sanders Counties	MT	\$259,792	Executive Di	\$57,585	\$58,351	2024
Alternatives In Motion Inc	TX	\$306,580	Ceo	\$90,303	\$84,915	2024
Little Ones Ministries Inc	OK	\$307,599	Ceo/board Member	\$49,200	\$50,927	2024
Children Of The World Inc	AL	\$314,548	Executive Di	\$24,958	\$26,095	2023
Applewhite Adoptions	SC	\$317,771	Director	\$114,650	\$112,436	2024
Forever Bound Adoption	MO	\$244,845	Founder & Ceo	\$24,000	\$23,895	2024
Elijah Foundation	IL	\$322,750	President	\$30,000	\$27,725	2024
Capital Adoptive Families Alliance	CA	\$242,461	Executive Dir.	\$64,215	\$52,125	2024
Adoption Dreams Come True Inc	CO	\$327,293	Adct Exec Direc	\$92,700	\$83,558	2024
Hope Adoption Inc	TX	\$328,875	Executive Director	\$84,510	\$79,467	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Archibald Project Inc	TX	\$223,412	Executive Dir.	\$65,806	\$63,707	2023
Adoption & Beyond Inc	KS	\$352,267	Executive Director	\$44,040	\$44,725	2024
The Suwandi Foundation	CA	\$212,420	Ceo And President	\$19,181	\$16,030	2023
Agape Adoptions	WA	\$354,364	Executive Director	\$71,400	\$61,867	2023
Catholic Charities Of Southern Nevada	NV	\$208,733	Director	\$5,183	\$5,028	2023
Adoption Information & Counseling Services Inc	TX	\$208,360	5231 Woodlawn, Bellaire Tx 77401	\$19,450	\$18,830	2023
Reece's Rainbow Inc	WI	\$361,078	Treasurer	\$54,755	\$53,755	2024
Mission 823 Inc	FL	\$361,189	President	\$61,198	\$54,043	2024
Forever Families Through Adoption	NY	\$204,283	Exec Directo	\$93,505	\$81,773	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 2023 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.

Sample, role match & sensitivity

PEER COUNT	35 organizations. Compensation range \$5,028–\$124,049; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$282,802); for reference, expenses \$252,544 and assets \$123,214.
ROLE MATCH	Vesselina Ratcheva, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	63 rd
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	60 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 (Vesselina Ratcheva) 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 35 similarly situated organizations (Same NTEE sector (P31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,150 is reasonable (approximately the 63rd 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.