

A Bond Of Love Adoption Agency Inc

Executive Director / CEO

EIN 650307813
 FL · NTEE P31
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Angela Carey, Executive Director / CEO** (\$60,221) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

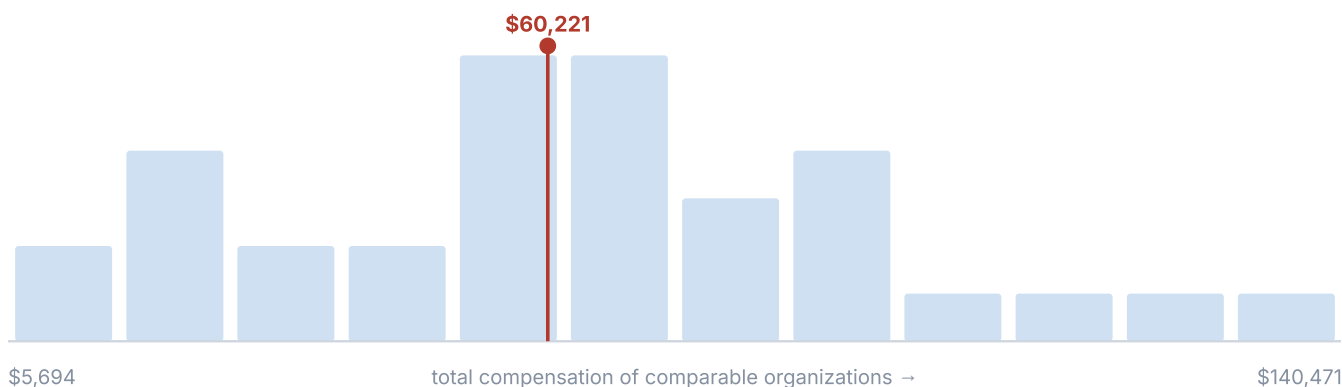
Benchmarked executive: Angela Carey — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P31).
BUDGET	Total revenue between \$183,893 and \$411,702 — 0.67x to 1.50x the subject's \$274,468 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P31), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,908	\$41,726	\$65,195	\$84,192	\$95,849	\$60,221
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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 FL 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
Family To Family Support Network	CO	\$271,420	Executive Di	\$79,402	\$83,440	2023
Saint Mary International Adoptions Inc	NC	\$282,802	Ceo	\$62,150	\$70,378	2023
Global Adoption Services Inc	MD	\$286,086	Executive Director	\$45,548	\$46,668	2023
Casa Of Lake & Sanders Counties	MT	\$259,792	Executive Di	\$57,585	\$66,076	2024
Korean Adoptees Ministry Center	MN	\$294,804	Executive Director	\$23,057	\$24,252	2024
Open Door Adoption Services	MI	\$298,537	Chief Admini	\$61,074	\$67,104	2024
Forever Bound Adoption	MO	\$244,845	Founder & Ceo	\$24,000	\$27,059	2024
The Zoe Foundation	MO	\$304,475	Board Member/pastor	\$121,017	\$140,471	2023
Capital Adoptive Families Alliance	CA	\$242,461	Executive Dir.	\$64,215	\$59,025	2024
Alternatives In Motion Inc	TX	\$306,580	Ceo	\$90,303	\$96,156	2024
Little Ones Ministries Inc	OK	\$307,599	Ceo/board Member	\$49,200	\$57,669	2024
Children Of The World Inc	AL	\$314,548	Executive Di	\$24,958	\$29,549	2023
Applewhite Adoptions	SC	\$317,771	Director	\$114,650	\$127,321	2024
Elijah Foundation	IL	\$322,750	President	\$30,000	\$31,395	2024
The Archibald Project Inc	TX	\$223,412	Executive Dir.	\$65,806	\$72,141	2023
Adoption Dreams Come True Inc	CO	\$327,293	Adct Exec Direc	\$92,700	\$94,620	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Adoption Inc	TX	\$328,875	Executive Director	\$84,510	\$89,988	2024
The Suwandi Foundation	CA	\$212,420	Ceo And President	\$19,181	\$18,152	2023
Catholic Charities Of Southern Nevada	NV	\$208,733	Director	\$5,183	\$5,694	2023
Adoption Information & Counseling Services Inc	TX	\$208,360	5231 Woodlawn, Bellaire Tx 77401	\$19,450	\$21,322	2023
Forever Families Through Adoption	NY	\$204,283	Exec Directo	\$93,505	\$92,599	2023
Casa Of The Southern Tier Inc	NY	\$201,184	Executive Director	\$69,571	\$65,195	2025
Adoption & Beyond Inc	KS	\$352,267	Executive Director	\$44,040	\$50,646	2024
Agape Adoptions	WA	\$354,364	Executive Director	\$71,400	\$70,057	2023
For Life Ministries	AL	\$194,332	Executive Director	\$13,560	\$16,055	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 33 organizations. Compensation range \$5,694–\$140,471; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$274,468); for reference, expenses \$240,771 and assets \$452,035.

ROLE MATCH Angela Carey, reported title "*EXECUTIVE DIRECTOR*", 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	42 nd
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	39 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 (Angela Carey) 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 33 similarly situated organizations (Same NTEE sector (P31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,221 is reasonable (approximately the 42nd 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.