

Hope Adoption Inc

Executive Director / CEO

EIN 752633551

TX · NTEE P31Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dawn Lee, Executive Director / CEO** (\$84,510) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Dawn Lee — 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 (P31Z).

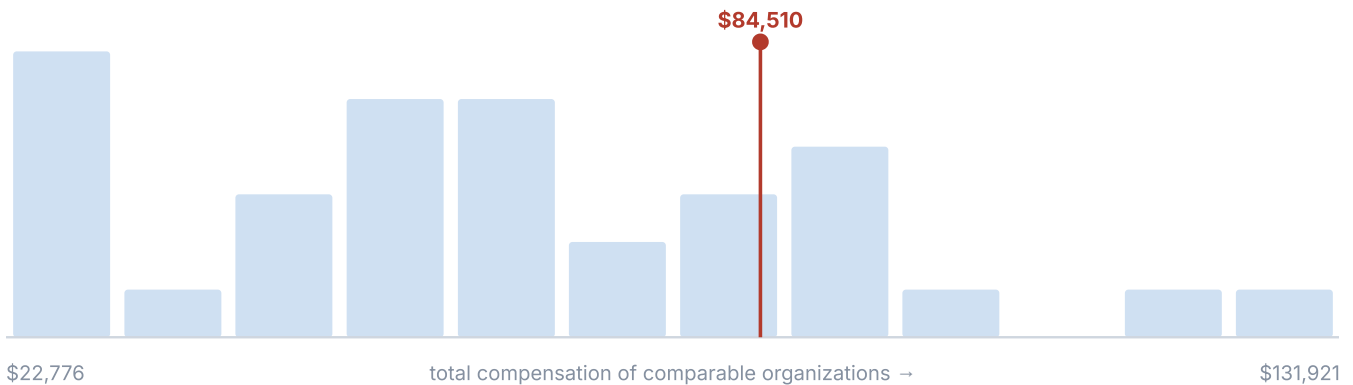
BUDGET Total revenue between \$220,346 and \$493,312 — 0.67x to 1.50x the subject's \$328,875 (the band tightens as size grows).

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

32 organizations qualified on sector, size, and geography

→ **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,900	\$46,629	\$62,537	\$79,231	\$90,159	\$84,510
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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 TX 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
Adoption Dreams Come True Inc	CO	\$327,293	Adct Exec Direc	\$92,700	\$88,860	2024
Elijah Foundation	IL	\$322,750	President	\$30,000	\$29,484	2024
Applewhite Adoptions	SC	\$317,771	Director	\$114,650	\$119,571	2024
Children Of The World Inc	AL	\$314,548	Executive Di	\$24,958	\$27,751	2023
Little Ones Ministries Inc	OK	\$307,599	Ceo/board Member	\$49,200	\$54,159	2024
Alternatives In Motion Inc	TX	\$306,580	Ceo	\$90,303	\$90,303	2024
Adoption & Beyond Inc	KS	\$352,267	Executive Director	\$44,040	\$47,563	2024
The Zoe Foundation	MO	\$304,475	Board Member/pastor	\$121,017	\$131,921	2023
Agape Adoptions	WA	\$354,364	Executive Director	\$71,400	\$65,793	2023
Open Door Adoption Services	MI	\$298,537	Chief Admini	\$61,074	\$63,019	2024
Reece's Rainbow Inc	WI	\$361,078	Treasurer	\$54,755	\$57,166	2024
Mission 823 Inc	FL	\$361,189	President	\$61,198	\$57,473	2024
World Links Association Inc	PA	\$361,410	Executive Director	\$49,004	\$48,853	2024
Korean Adoptees Ministry Center	MN	\$294,804	Executive Director	\$23,057	\$22,776	2024
Amazing Grace Adoptions	NC	\$364,118	Vp/secretary	\$85,040	\$87,842	2024
Global Adoption Services Inc	MD	\$286,086	Executive Director	\$45,548	\$43,827	2023
Saint Mary International Adoptions Inc	NC	\$282,802	Ceo	\$62,150	\$66,094	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
A Bond Of Love Adoption Agency Inc	FL	\$274,468	Executive Director	\$60,221	\$56,555	2024
Family To Family Support Network	CO	\$271,420	Executive Di	\$79,402	\$78,361	2023
Arizona Faith And Families	AZ	\$393,869	Executive Director	\$40,758	\$39,186	2024
Hannahs Hope Inc	TN	\$396,568	Executive Director	\$97,924	\$102,900	2024
Connecting Hearts Inc	WY	\$397,204	Chairman	\$68,467	\$75,457	2023
Casa Of Lake & Sanders Counties	MT	\$259,792	Executive Di	\$57,585	\$62,054	2024
Forever Bound Adoption	MO	\$244,845	Founder & Ceo	\$24,000	\$25,412	2024
Capital Adoptive Families Alliance	CA	\$242,461	Executive Dir.	\$64,215	\$55,432	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	32 organizations. Compensation range \$22,776–\$131,921; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$328,875); for reference, expenses \$299,381 and assets \$549,666.
ROLE MATCH	Dawn Lee, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	78 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	78 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 (Dawn Lee) 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 32 similarly situated organizations (Same NTEE sector (P31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,510 is reasonable (approximately the 78th 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.