

# Catholic Charities Of Southern Nevada

Executive Director / CEO

EIN 832863585

NV · NTEE P31

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Carisa Lopez-ramirez, Executive Director / CEO** (\$5,183) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

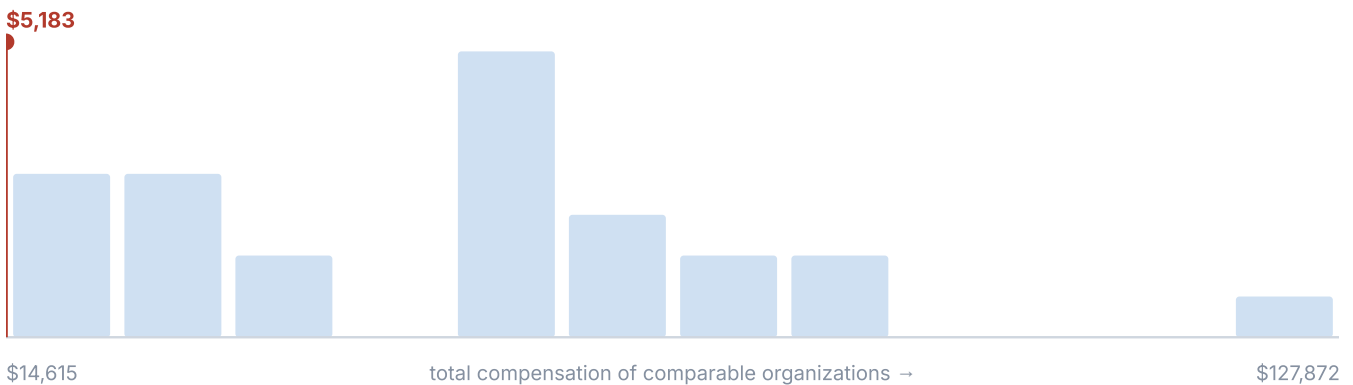
**Benchmarked executive:** Carisa Lopez-ramirez — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P31).
BUDGET	Total revenue between \$139,851 and \$313,099 — 0.67x to 1.50x the subject's \$208,733 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P31), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,476	\$28,471	\$54,820	\$64,065	\$81,233	<b>\$5,183</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
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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 NV 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="#">Adoption Information &amp; Counseling Services Inc</a>	TX	\$208,360	5231 Woodlawn, Bellaire Tx 77401	\$19,450	<b>\$19,410</b>	2023
<a href="#">The Suwandi Foundation</a>	CA	\$212,420	Ceo And President	\$19,181	<b>\$16,524</b>	2023
<a href="#">Forever Families Through Adoption</a>	NY	\$204,283	Exec Directo	\$93,505	<b>\$84,294</b>	2023
<a href="#">Casa Of The Southern Tier Inc</a>	NY	\$201,184	Executive Director	\$69,571	<b>\$59,348</b>	2025
<a href="#">For Life Ministries</a>	AL	\$194,332	Executive Director	\$13,560	<b>\$14,615</b>	2023
<a href="#">The Archibald Project Inc</a>	TX	\$223,412	Executive Dir.	\$65,806	<b>\$65,671</b>	2023
<a href="#">Village To Village International Inc</a>	IN	\$191,021	Executive Director	\$75,000	<b>\$76,641</b>	2024
<a href="#">Capital Adoptive Families Alliance</a>	CA	\$242,461	Executive Dir.	\$64,215	<b>\$53,732</b>	2024
<a href="#">Forever Bound Adoption</a>	MO	\$244,845	Founder & Ceo	\$24,000	<b>\$24,631</b>	2024
<a href="#">Miriams Heart</a>	NJ	\$168,240	President Treasurer	\$37,210	<b>\$32,193</b>	2024
<a href="#">A Gift Of Hope Adoptions Inc</a>	MO	\$162,299	President	\$25,000	<b>\$25,659</b>	2024
<a href="#">Love Cradle Usa Inc</a>	PA	\$159,805	President	\$62,278	<b>\$60,181</b>	2024
<a href="#">Casa Of Lake &amp; Sanders Counties</a>	MT	\$259,792	Executive Di	\$57,585	<b>\$60,150</b>	2024
<a href="#">Adoption Solutions Of Maine</a>	ME	\$152,735	President	\$28,500	<b>\$28,471</b>	2023
<a href="#">Open Arms Adoption Services Inc</a>	LA	\$149,934	Agency Director	\$59,964	<b>\$63,983</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Family To Family Support Network</a>	CO	\$271,420	Executive Di	\$79,402	<b>\$75,957</b>	2023
<a href="#">Universal Aid For Children Inc</a>	FL	\$144,444	Executive Dir.	\$40,000	<b>\$36,412</b>	2024
<a href="#">A Bond Of Love Adoption Agency Inc</a>	FL	\$274,468	Executive Director	\$60,221	<b>\$54,820</b>	2024
<a href="#">Saint Mary International Adoptions Inc</a>	NC	\$282,802	Ceo	\$62,150	<b>\$64,065</b>	2023
<a href="#">Global Adoption Services Inc</a>	MD	\$286,086	Executive Director	\$45,548	<b>\$42,482</b>	2023
<a href="#">Korean Adoptees Ministry Center</a>	MN	\$294,804	Executive Director	\$23,057	<b>\$22,076</b>	2024
<a href="#">Open Door Adoption Services</a>	MI	\$298,537	Chief Admini	\$61,074	<b>\$61,085</b>	2024
<a href="#">The Zoe Foundation</a>	MO	\$304,475	Board Member/pastor	\$121,017	<b>\$127,872</b>	2023
<a href="#">Alternatives In Motion Inc</a>	TX	\$306,580	Ceo	\$90,303	<b>\$87,532</b>	2024
<a href="#">Little Ones Ministries Inc</a>	OK	\$307,599	Ceo/board Member	\$49,200	<b>\$52,496</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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** 25 organizations. Compensation range \$14,615–\$127,872; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$208,733); for reference, expenses \$505,595 and assets \$38,190. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

**weigh the expense-based view.**

**ROLE MATCH** Carisa Lopez-ramirez, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Carisa Lopez-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 9, 2026, comparing compensation against 25 similarly situated organizations (Same NTEE sector (P31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,183 is reasonable (approximately the 0<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.