

Voices Of Mercy Outreach Ministries Inc

Executive Director / CEO

EIN 050632166
 LA · NTEE P20
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **James Oneal, Executive Director / CEO** (\$15,380) against **every comparable organization** that fit the selection criteria — **170** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

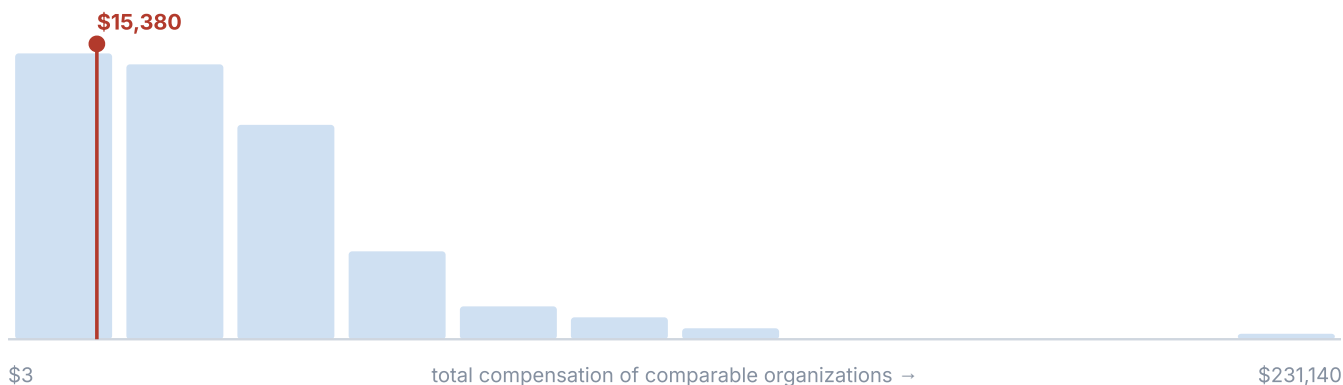
Benchmarked executive: James Oneal — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$64,915 and \$145,333 — 0.67x to 1.50x the subject's \$96,889 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

170 organizations qualified on sector, size, and geography → **170** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,326	\$15,962	\$31,274	\$50,365	\$69,685	\$15,380
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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 LA 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
Grant Road Holdings Inc	AZ	\$96,949	Ceo	\$57,526	\$50,243	2024
St Marys Outreach Inc	OR	\$96,779	Co Director	\$4,200	\$3,647	2023
Arc Of Wayne Foundation Inc	NY	\$96,113	Chief Executive Officer	\$19,703	\$16,169	2024
United Way Of Adams County Indiana Inc	IN	\$97,834	Executive Director	\$30,000	\$27,991	2025
Common Place Inc	IL	\$97,878	President/ceo	\$4,265	\$3,920	2023
Emotional Health Institute	CA	\$95,630	Admin	\$4	\$3	2024
Mahp Foundation	MI	\$95,623	President	\$26,287	\$24,641	2024
Girls Health Period	OH	\$98,357	President	\$42,058	\$41,649	2023
Dimock Support Corporation	MA	\$100,000	President/ceo	\$23,674	\$19,890	2023
The Williamsburg Institute	VA	\$100,000	Ceo	\$68,000	\$61,388	2023
Transforming Power Fund	MI	\$93,303	Executive Director	\$56,538	\$52,997	2024
Heavy Hands Heavy Hearts Foundation	CO	\$92,464	Board Member	\$75,000	\$67,239	2023
Servants Heart Outreach	AR	\$101,374	Executive Director	\$25,962	\$26,502	2024
The New Citizens Press Community Action Network	MI	\$101,898	Director	\$9,989	\$9,363	2024
Transitional Remedies Solutions	MA	\$102,108	President	\$17,200	\$14,451	2023
Love Inc Of Eagle River	AK	\$91,503	Executive Di	\$6,965	\$6,226	2023
Mother-wise	CA	\$102,303	Executive Di	\$44,375	\$35,827	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Life House Ministries	WA	\$102,353	Executive Director	\$37,500	\$31,391	2023
Ocl Properties Vi Inc	NY	\$102,405	Chief Financial Officer	\$73,290	\$60,144	2024
Rainbow Farms Inc	MS	\$90,937	President	\$27,000	\$27,309	2024
Encore Park Dallas	TX	\$103,472	Interim Executive Director	\$30,000	\$28,058	2023
Bishop Joseph Ministries Inter	SD	\$89,921	President	\$42,000	\$43,339	2023
Milagros Foundation	TX	\$104,007	Executive Director	\$71,036	\$64,532	2024
Lincoln Road Llc	ID	\$89,749	Chief Executive Officer	\$6,686	\$6,459	2024
Hope On The Hill Inc	OR	\$104,768	Executive Dir.	\$48,500	\$40,903	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	170 organizations. Compensation range \$3–\$231,140; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$96,889); for reference, expenses \$96,889 and assets \$0.
ROLE MATCH	James Oneal, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 peers 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	25 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	22 nd

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 (James Oneal) 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 170 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,380 is reasonable (approximately the 25th 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.