

Angels Of Mercy Inc

Executive Director / CEO

EIN 263259332

NY · NTEE F60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Jo Colligan, Executive Director / CEO** (\$48,925) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

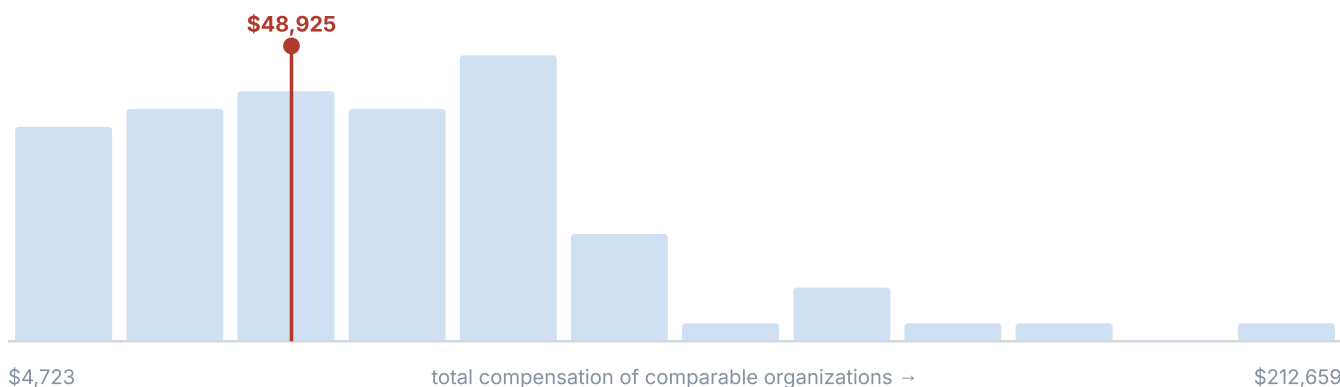
Benchmarked executive: Mary Jo Colligan — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$134,371 and \$300,832 — 0.67x to 1.50x the subject's \$200,555 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,565	\$32,102	\$57,336	\$80,831	\$98,927	\$48,925
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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 NY 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
Chicago Veterans	IL	\$204,484	Executive Director	\$84,761	\$92,217	2024
The Childrens Treehouse Foundation	CO	\$196,554	Executive Director	\$100,000	\$106,114	2024
The Good Death Foundation	CA	\$204,787	Ceo	\$4,800	\$4,723	2023
Dream Big Wellness	WA	\$204,927	President	\$81,582	\$80,831	2024
The Open Table	CA	\$205,254	Executive Dir.	\$91,420	\$87,360	2024
Bridge Inter Faith Services Inc	NJ	\$205,969	Chairman	\$57,600	\$56,912	2024
Community Counseling Institute Inc	WA	\$206,388	Director	\$48,269	\$47,825	2024
The Four Health Family Resource Center	MI	\$209,414	Executive Director	\$12,864	\$14,315	2025
Check Your Compass	MA	\$209,497	President	\$133,960	\$133,217	2024
Baptist Counseling Center	NC	\$213,339	Executive Direc	\$100,298	\$114,687	2024
Childrens Grief Center Of The	MI	\$184,323	Executive Dir.	\$67,000	\$78,791	2023
Centerpeace Inc	TX	\$218,839	Executive Di	\$21,000	\$23,247	2024
Brothers On A Road Less Traveled Inc	VA	\$219,548	Executive Director	\$74,571	\$82,035	2023
Nueva Luz Foundation	TX	\$220,353	Clinical Director And Board Vp	\$41,667	\$47,488	2023
Serenity Life Resource Center Inc	MO	\$179,638	Executive Director	\$70,920	\$83,126	2024
On Our Own Of Anne Arundel County	MD	\$179,302	Executive Di	\$56,780	\$60,481	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Narrative Initiatives San Diego	CA	\$223,255	Director	\$21,014	\$20,081	2024
Counselors Obediently Preventing Substance Abuse	MO	\$175,949	Exeuctive Director	\$21,675	\$26,156	2023
One Recovery	CA	\$226,696	President	\$62,500	\$59,725	2024
Changing Lanes Ministries Inc	OK	\$226,786	Executive Direc	\$104,041	\$126,782	2024
Counseling Center Of Highlands	NC	\$227,552	Executive Director	\$35,299	\$40,363	2024
Children Are A Gift Foundation	TX	\$171,045	Former Exec Dir	\$13,063	\$14,461	2024
Heart Tones Inc	TX	\$232,702	President	\$71,334	\$81,299	2023
Bennie's Barn Inc	OK	\$165,068	Executive Director	\$21,000	\$26,346	2023
Nami Of Washington County Inc	WI	\$236,311	Executive Di	\$65,000	\$75,124	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	81 organizations. Compensation range \$4,723–\$212,659; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$200,555); for reference, expenses \$186,950 and assets \$149,350.
ROLE MATCH	Mary Jo Colligan, reported title <i>"President"</i> , 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.

OUTLIERS 3 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	37 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	36 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 (Mary Jo Colligan) 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 81 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,925 is reasonable (approximately the 37th 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.