

Mercy House International Inc

Executive Director / CEO

EIN 273055867

OR · NTEE F60

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Colleen Anderson, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **128** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

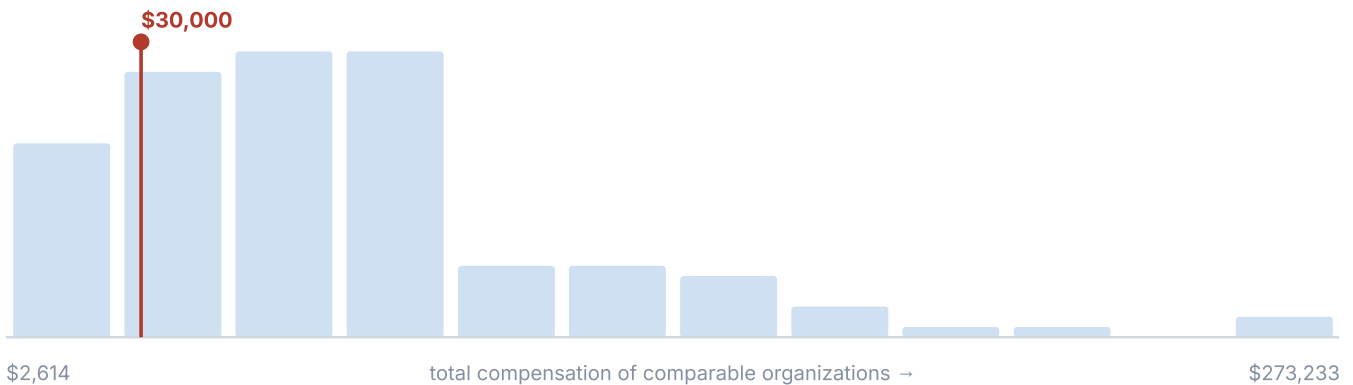
Benchmarked executive: Colleen Anderson — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$212,105 and \$474,862 — 0.67x to 1.50x the subject's \$316,575 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

128 organizations qualified on sector, size, and geography → **128** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,126	\$36,926	\$63,456	\$88,861	\$137,009	\$30,000
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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 OR 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
Hope For Healthy Families Counseling Center	CA	\$315,277	Ceopresident	\$16,929	\$16,158	2024
Love Like Lexi Project Inc	AL	\$314,689	Executive Dire	\$72,969	\$87,134	2024
Women Supporting Women Inc	MD	\$319,274	Executive Director	\$41,349	\$42,729	2024
Aragon & Hernandez Social Services	CA	\$319,881	Chief Executive Officer	\$36,140	\$34,493	2024
The Bridge Restoration Ministry Napa	CA	\$312,035	Executive Director	\$60,750	\$59,695	2023
New Hope Counseling Services Inc	IN	\$310,014	Pastor Of Operations	\$85,841	\$103,014	2023
Brilora Fertility Foundation	MI	\$323,669	President	\$32,692	\$37,297	2024
Heartstrings Counseling Inc	CA	\$308,555	Ceo	\$90,000	\$88,437	2023
Peace Restored Inc	IN	\$326,549	Executive Director	\$37,500	\$43,711	2024
Kidz Can Corporation	NJ	\$329,009	President	\$44,200	\$43,619	2024
Anchored Hope Counseling	KY	\$329,102	President/cl	\$73,340	\$87,092	2024
Cenfam	AR	\$329,363	President	\$34,491	\$44,118	2023
Mending Hearts Family Services Inc	AZ	\$302,769	President & Ceo	\$41,768	\$44,400	2024
E-motion Inc	NH	\$333,224	Chair And Ceo	\$65,403	\$66,750	2024
Christian Counseling Center	CT	\$298,452	Executive Director	\$8,388	\$8,949	2023
Still Small Voice Educational Services	NJ	\$336,349	President	\$25,000	\$25,400	2023
Starlight Ministries Inc	MI	\$337,126	Executive Di	\$26,800	\$31,479	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Touchstone Counseling Service Inc	CA	\$337,945	Secretary	\$13,351	\$13,119	2023
The Brian Dagle Foundation Inc	CT	\$293,257	President	\$30,000	\$32,009	2023
Brunan Inc	NJ	\$293,046	Executive Dir.	\$50,000	\$50,801	2023
Twin State Christian Counseling Inc	VT	\$340,496	Executive Director	\$84,469	\$91,552	2025
Crossings Counseling Center Inc	GA	\$292,455	President	\$29,070	\$32,308	2024
Fishbowl Ministries Inc	CA	\$340,847	President	\$22,434	\$21,412	2024
Consuelo Inc	IL	\$289,604	President	\$65,500	\$73,278	2023
Noble Choices Inc	TX	\$289,499	President & Founder	\$186,594	\$212,403	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2025 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 OR 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	128 organizations. Compensation range \$2,614–\$273,233; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$316,575); for reference, expenses \$259,892 and assets \$1,034,582.
ROLE MATCH	Colleen Anderson, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	17 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	16 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 (Colleen Anderson) 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 128 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 17th 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.