

Mercys Action Mission Inc

Executive Director / CEO

EIN 431965314

FL · NTEE Q20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lucica Petrila, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

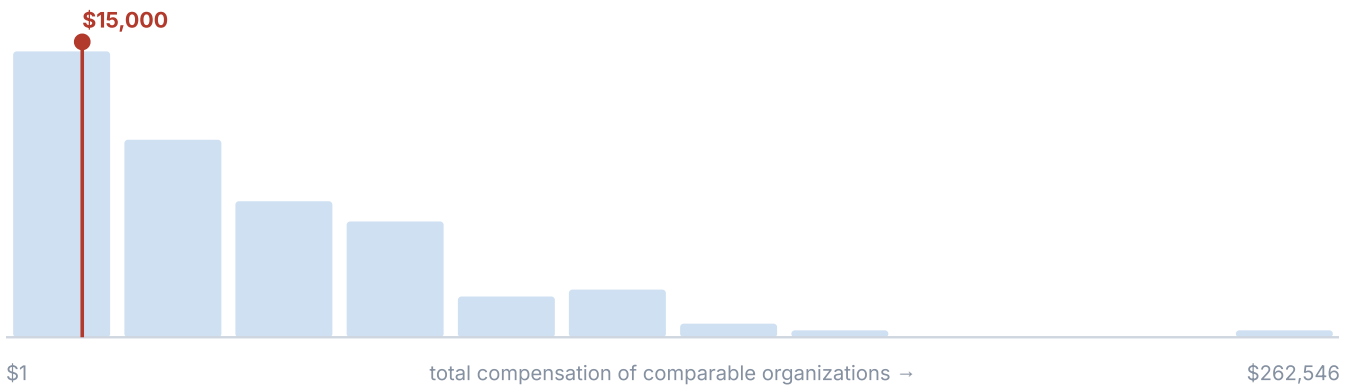
SECTOR Organizations sharing the subject's NTEE classification (Q20).

BUDGET Total revenue between \$74,982 and \$167,871 — 0.67x to 1.50x the subject's \$111,914 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,413	\$13,059	\$39,525	\$70,258	\$100,826	\$15,000
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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 FL 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
International Friends Of Khm	NY	\$112,780	Treasurer & Director	\$13,205	\$12,702	2024
Solar Village Project Inc	MD	\$113,596	President	\$36,928	\$35,803	2025
Institute For International	MI	\$113,629	Exec. Direct	\$8,000	\$8,790	2024
Friends Of Hue	CA	\$109,563	Program Manager	\$3,500	\$3,312	2023
Foundation For Restoring Womens	TN	\$114,273	Medical Dir.	\$43,814	\$50,472	2023
Deon Policy Institute	MA	\$115,379	Vice President And Exec Dire	\$82,440	\$81,188	2023
A Bridge For Africa Foundation	CO	\$107,359	Co-exec Dir.	\$32,254	\$32,074	2025
Texas Water Mission Inc	TX	\$116,927	Executive Director	\$30,000	\$31,944	2024
Vision For Missions Inc	AR	\$117,432	Missionary	\$12,000	\$14,358	2024
San Antonio Council For International Visitors	TX	\$106,023	Executive Director	\$42,731	\$45,501	2024
Elba Fire Department Inc	NY	\$105,856	President	\$100	\$96	2024
Friends Of Tilonia Inc	NY	\$105,527	President/ Exec Director	\$1,000	\$937	2025
Institute For Asian Democracy	DC	\$105,507	Director	\$86,596	\$83,280	2023
International Assistance Ministries	TX	\$105,175	Director	\$37,500	\$41,110	2023
Worldhope Corps Inc	CA	\$104,857	Exec Director	\$24,000	\$22,712	2023
Viethope Inc	CA	\$104,808	Vn Executive Director	\$33,034	\$31,261	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Destined For Grace Children's Relief	CA	\$104,521	Ceo	\$119,710	\$107,199	2025
Chabad Lubavitch Of Moscow Inc	NY	\$104,366	Director	\$12,500	\$12,379	2023
Funds For The Missions Inc	TX	\$103,696	Chief Executive Officer	\$6,470	\$7,093	2023
Alaska Universal Service	AK	\$103,489	Agent	\$52,864	\$53,800	2024
Puresa Humanitarian Corp	FL	\$102,287	President	\$46,378	\$46,378	2024
Intermed International Inc	NY	\$121,592	President & Program Direct	\$35,000	\$33,666	2024
U S All Blessings Corporation	TN	\$121,841	President	\$26,000	\$29,951	2023
World Share Usa	CA	\$100,888	President	\$43,000	\$39,525	2024
Principe Productions Inc	NY	\$100,781	Executive Director	\$168,000	\$166,371	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	125 organizations. Compensation range \$1–\$262,546; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$111,914); for reference, expenses \$128,408 and assets \$260,924.
ROLE MATCH	Lucica Petrila, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	27 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	26 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 (Lucica Petrila) 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 125 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 27th 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.