

Mercy Healthcare Foundation

Executive Director / CEO

EIN 450435338

ND · NTEE E99Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Thompson, Executive Director / CEO** (\$33,860) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

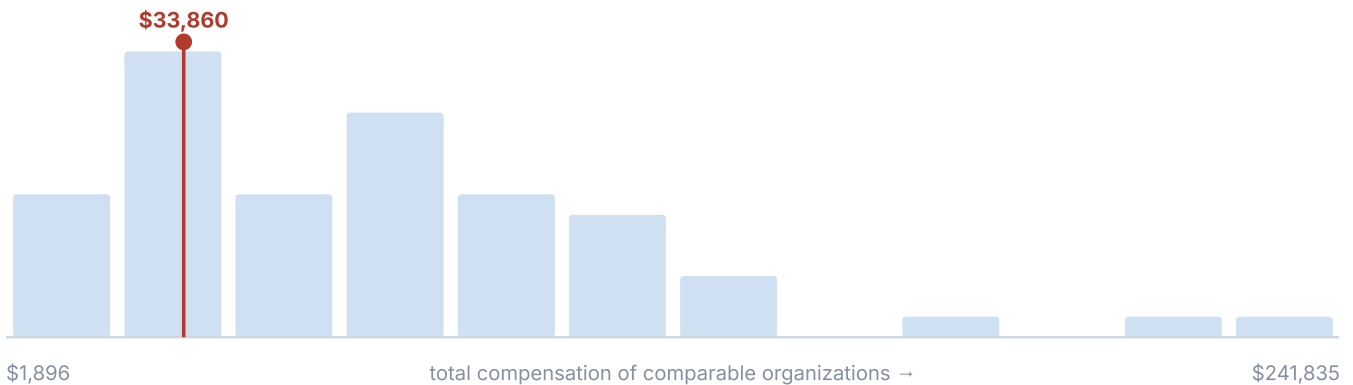
Benchmarked executive: Rebecca Thompson — reported title “FORMER INTERIM PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E99Z).
BUDGET	Total revenue between \$304,711 and \$682,189 — 0.67x to 1.50x the subject's \$454,793 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,491	\$31,277	\$63,721	\$93,154	\$119,871	\$33,860
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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 ND 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
Bionic Project Inc	MA	\$458,663	Executive Director	\$95,255	\$75,762	2024
Barlow Foundation	CA	\$446,546	President & Ceo	\$31,210	\$23,854	2024
Pacific Communities Health District Fnd	OR	\$434,715	Executive Director	\$36,574	\$30,062	2024
Medical Dental Staff Of Jersey City	NJ	\$431,794	President	\$21,530	\$17,014	2024
Alternative Healing Network	CA	\$478,152	President & Ceo	\$13,865	\$10,597	2024
Agewell Pace	CA	\$428,704	Ceo	\$50,052	\$39,384	2023
Familycook Community Table Ltd	NY	\$487,254	President	\$36,000	\$29,643	2023
Berkshire Nursing Families Inc	MA	\$490,257	Executive Di	\$74,178	\$57,478	2025
Medical Dental Staff Of Morristown Mem	NJ	\$490,650	President	\$90,000	\$71,122	2024
Harper County Health Foundation	KS	\$398,841	Executive Dir.	\$20,000	\$19,124	2024
Black Women's Health Alliance	PA	\$395,480	Executive Di	\$68,770	\$62,493	2023
Building The Next Generation Of Academic Physicians	NY	\$393,195	President	\$30,000	\$23,994	2024
National Urea Cycle Disorders Foundation	CA	\$518,249	President	\$45,000	\$35,409	2023
Charitable Trust Of The Missouri	MO	\$519,009	Executive Di	\$27,139	\$24,786	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Onegoodturn Inc	TX	\$390,533	President & Executive Dire	\$80,000	\$70,830	2024
Cancer Resource Centers Of Mendo Co	CA	\$519,606	Executive Director	\$77,704	\$59,388	2024
Holistic Riding Equestrian Therapy	IL	\$520,970	President & Exec Dir	\$72,500	\$64,949	2023
Los Robles Hospital Medical Staff Inc	CA	\$385,508	Chairman	\$36,000	\$27,514	2024
Arkansas Medical Foundation	AR	\$382,895	Executive Director	\$40,800	\$41,791	2023
Allen Medical Center Medical Office Building	OH	\$526,873	President Lorain & Youngstown Market	\$250,569	\$241,835	2023
Anabaptist Health Ministries Inc	WI	\$529,931	President & Director	\$104,675	\$96,758	2024
Elderly Oral Health Care Consu	MI	\$532,095	Program Direc	\$130,000	\$118,764	2024
Susila Dharma International Assoc Inc		\$375,533	Executive Director	\$14,000	\$13,598	2024
Living Our Visions Inc	WI	\$536,657	Executive Dir.	\$69,120	\$65,779	2023
Thor Network Foundation	PA	\$366,401	President	\$60,000	\$54,523	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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	58 organizations. Compensation range \$1,896–\$241,835; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$454,793); for reference, expenses \$16,659 and assets \$5,264,436. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rebecca Thompson, reported title " <i>FORMER INTERIM PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 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	26 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Rebecca Thompson) 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 58 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$33,860 is reasonable (approximately the 26th 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.