

International Alliance For Mercy Inc

Executive Director / CEO

EIN 471787088

VA · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Seth Johnson, Executive Director / CEO** (\$59,662) against **every comparable organization** that fit the selection criteria — **252** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q33).

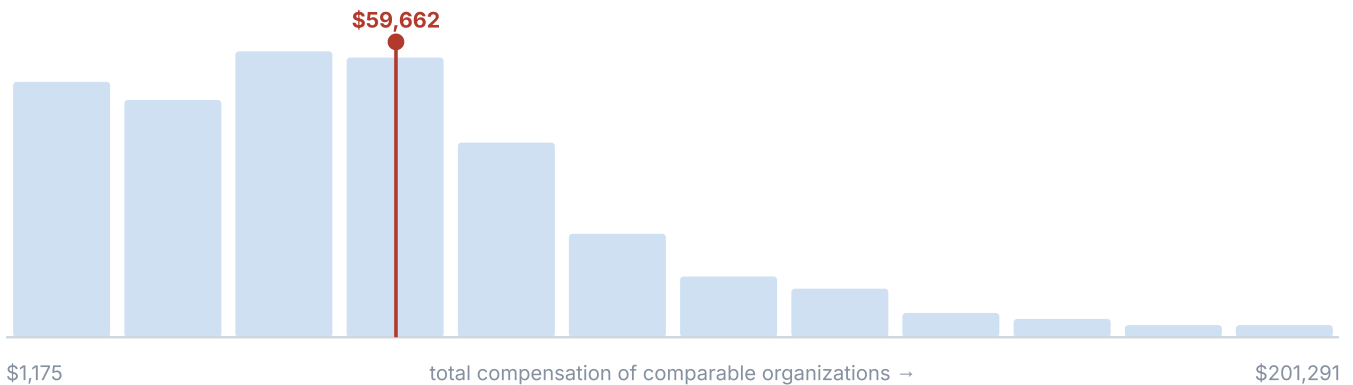
BUDGET Total revenue between \$308,197 and \$689,994 — 0.67x to 1.50x the subject's \$459,996 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

252 organizations qualified on sector, size, and geography

→ **252** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,066	\$28,369	\$50,582	\$73,883	\$105,791	\$59,662
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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 VA 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
Christian Mission Aid Inc	MI	\$460,825	Ceo/secretary	\$94,000	\$100,486	2024
Children's Fellowship Of India Inc	PA	\$458,750	Executive Di	\$80,767	\$83,418	2024
Braveheart Ministries Inc	TX	\$456,807	President	\$135,865	\$140,757	2024
Vision Of Community Fellowship Inc	WA	\$465,179	President	\$72,000	\$68,735	2023
Hearts2honduras Inc	TN	\$454,047	Vice President Of Operations	\$45,800	\$51,333	2023
Rising Worldwide	CA	\$451,651	Ceo	\$81,153	\$74,720	2023
Utah Friends Of Amar International	UT	\$468,483	Executive Director And Treasurer	\$30,000	\$31,800	2024
Franciscan Works	IL	\$451,416	Executive Director	\$53,385	\$54,357	2024
Upstream International Inc	TX	\$449,415	President	\$104,630	\$108,398	2024
Lanna Foundation	CA	\$471,922	Director	\$31,534	\$27,474	2025
People Of Peru Project	WA	\$472,758	Chairman	\$67,143	\$62,259	2024
Every Nation Education Inc	NC	\$473,249	Ceo	\$12,360	\$13,227	2024
Daybreak Development Corporation	GA	\$474,885	President	\$21,900	\$23,480	2023
Walk In The Light International	WA	\$475,048	Executive Director	\$36,000	\$33,381	2024
Hosean International Ministries Inc	AR	\$475,134	President	\$48,000	\$57,531	2023
The Chain Collaborative Inc	PA	\$475,641	Executive Dir.	\$36,400	\$38,705	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Christina Noble Foundation Of	FL	\$443,477	Board Member	\$57,000	\$55,458	2024
Alliance Care Now	VA	\$476,844	Founder Ceo	\$138,462	\$138,462	2024
Honduras Compassion Partners Inc	MD	\$477,734	Secretary	\$32,077	\$31,059	2024
Partners For Andean Community Health Inc	CT	\$477,950	Executive Director	\$14,400	\$14,396	2023
Gap Missions Ministries Inc	GA	\$478,813	Director Missionary	\$57,638	\$61,795	2023
Ministry Builders Inc	TX	\$478,932	President/director	\$44,778	\$46,390	2024
Kgsa Foundation	CO	\$440,920	Executive Director	\$68,455	\$69,990	2023
Remote Aid International Inc	FL	\$480,684	Ceo	\$65,581	\$63,807	2024
White Hawk Foundation	CO	\$439,145	Executive Di	\$6,000	\$5,959	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	252 organizations. Compensation range \$1,175–\$201,291; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$459,996); for reference, expenses \$396,045 and assets \$590,900.
ROLE MATCH	Seth Johnson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	62 nd
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	60 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 (Seth Johnson) 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 252 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,662 is reasonable (approximately the 62nd 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.