

Mercy Ministries Inc

Executive Director / CEO

EIN 570962145

SC · NTEE P43Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Safrona Finch, Executive Director / CEO** (\$38,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Safrona Finch — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P43Z).

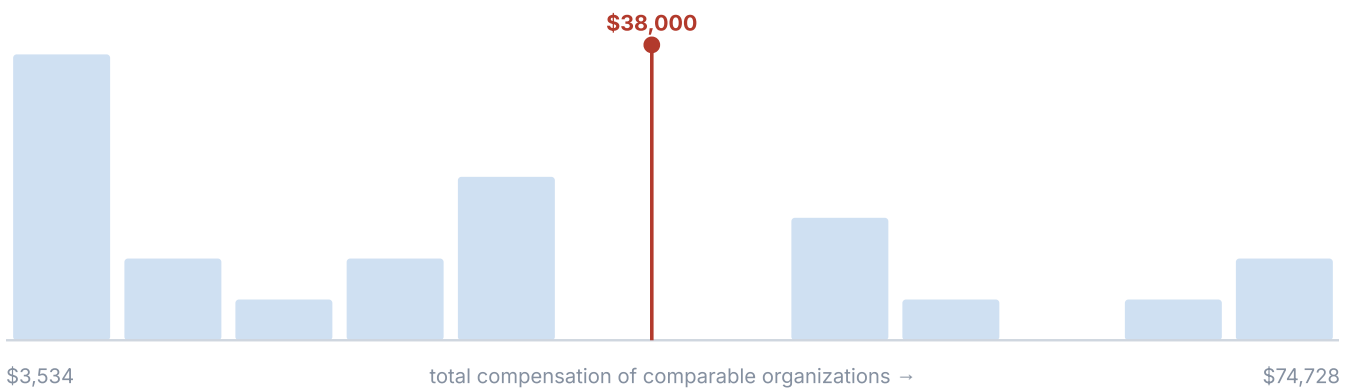
BUDGET Total revenue between \$5,148 and \$11,526 — 0.67x to 1.50x the subject's \$7,684 (the band tightens as size grows).

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

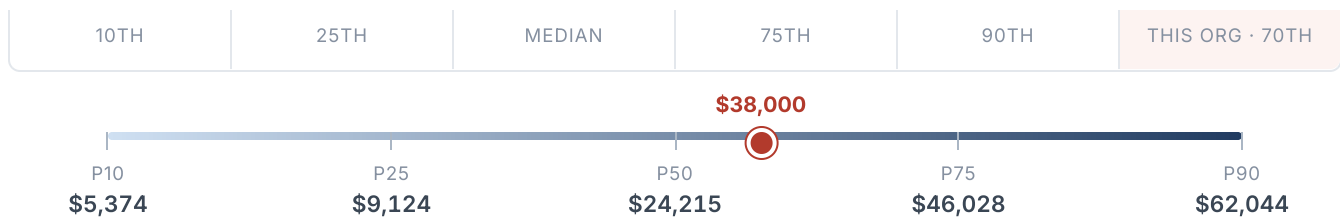
23 organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,374	\$9,124	\$24,215	\$46,028	\$62,044	\$38,000
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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 SC 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
Community Living Corporation	MI	\$7,665	Ceo	\$33,282	\$31,984	2024
Greater Hood Community Development Corporation	NY	\$7,800	Program Director	\$4,200	\$3,534	2024
Outfitters Incorporated	IN	\$8,072	Executive Director	\$9,351	\$8,945	2025
Building People Power	CA	\$8,368	Director	\$80,000	\$64,317	2024
Community Health Foundation Of	MA	\$8,441	Executive Director	\$9,024	\$7,550	2024
Pasadena-foothill Valley Ywca	CA	\$8,639	Chief Executive Officer	\$6,148	\$5,089	2023
Guyanese Diaspora Charity	PA	\$8,732	President	\$16,000	\$14,856	2024
Noahh So Inc	LA	\$6,464	Executive Director	\$10,978	\$11,587	2023
Reclamation And Restoration Ministries Inc	LA	\$6,148	Chairman And Ceo	\$72,890	\$74,728	2024
Charles W Hoppy Adams Jr Foundation Inc	MD	\$9,248	Chair/ceo	\$36,000	\$31,336	2024
Cooperative Resources Inc	MN	\$9,391	Executive Director	\$49,980	\$45,981	2024
Hope For Tomorrow Foundation	NY	\$9,595	Cfo	\$10,739	\$9,302	2023
Generations Restored Youth And Community Center Inc	PA	\$9,650	Field Liaison	\$7,018	\$6,516	2024
Itasca Hospice Foundation	MN	\$5,694	Executive Director	\$34,375	\$32,558	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The British Home Life Services	IL	\$5,679	Ceo	\$50,336	\$46,074	2024
The Way Home Adoption Inc	TX	\$5,609	Program Director	\$75,500	\$70,316	2024
Woodcock Housing Foundation	CA	\$9,871	Ceo	\$61,000	\$50,490	2023
The Reciprocity Foundation	NY	\$5,443	—	\$18,750	\$15,775	2024
Fitzmaurice Community Services	PA	\$9,975	Chair, Eff. 01-01-2024	\$25,163	\$23,363	2024
Crudup-ward Activity Center	MS	\$10,615	Ceo	\$3,950	\$4,096	2024
The Hope Project Live Love Serve Inc	NC	\$10,648	Director	\$55,040	\$52,950	2024
Distinct Abilities Childrens Center Inc	TX	\$11,069	President	\$26,000	\$24,215	2024
Life Choice Solutions Inc	MI	\$11,237	Chief Executive Officer	\$30,500	\$30,176	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 23 organizations. Compensation range \$3,534–\$74,728; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$7,684); for reference, expenses \$62,599 and assets \$412,628. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Safrona Finch, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	70 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	43 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 (Safrona Finch) 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 23 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,000 is reasonable (approximately the 70th 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.