

Mercy House Ministries Inc

Executive Director / CEO

EIN 752665980

TX · NTEE L99Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Barnes, Executive Director / CEO** (\$57,430) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Lisa Barnes — 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 (L99Z).

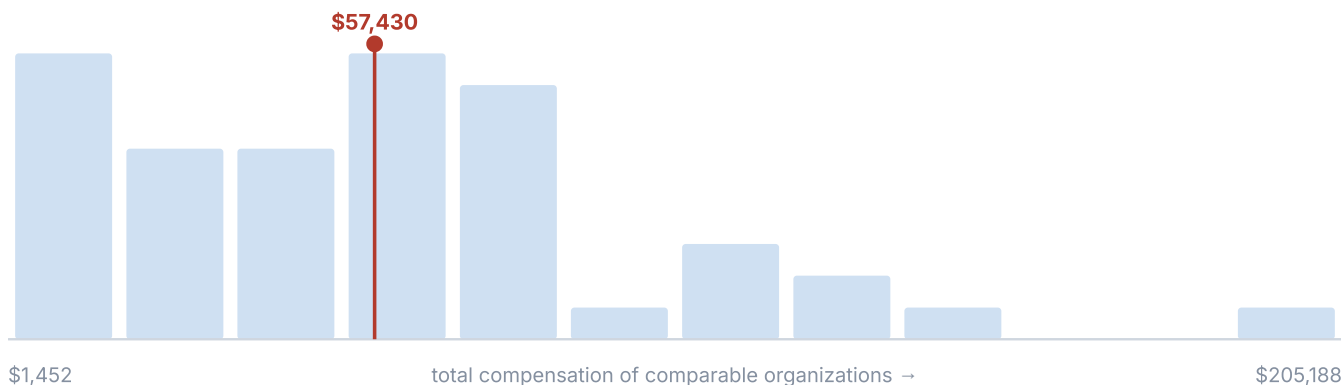
BUDGET Total revenue between \$220,622 and \$493,930 — 0.67x to 1.50x the subject's \$329,287 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,730	\$27,204	\$54,781	\$77,221	\$112,655	\$57,430
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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 TX 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
Turn The Hearts	CA	\$332,375	Director Of Operations	\$24,000	\$21,330	2023
The Innovative Housing Institute Inc	MD	\$340,116	Executive Dir.	\$93,148	\$89,629	2023
Warriors Center For Women Hardeman County	TN	\$344,209	Executive Director	\$33,208	\$34,895	2024
Montana Fair Housing Inc	MT	\$347,061	Executive Director	\$68,450	\$73,762	2024
330 East 4th Street Housing Development Fund	NY	\$311,159	Vice President	\$61,207	\$56,924	2023
Midwifery Education Accreditation	MN	\$307,222	Executive Director	\$117,783	\$116,347	2024
Housing Works Lyman Prospect Hdrc	NY	\$302,476	Secretary	\$27,348	\$25,435	2023
Anayat House Inc	TX	\$300,277	Executive Director	\$63,723	\$65,605	2023
Grace Place Inc	MN	\$366,805	Presidentexecutive Director	\$53,083	\$52,436	2024
Open Arms Development Corporation	OH	\$368,146	Executive Director	\$45,540	\$48,219	2024
Main Street Apartments Inc	CA	\$369,002	President	\$21,168	\$17,802	2025
Cass Clay Community Land Trust	ND	\$288,678	Executive Director	\$106,923	\$120,766	2023
123 Crawford Street Inc	MA	\$372,992	Cfo	\$1,616	\$1,452	2024
St Martin De Porres Residence Inc	ME	\$284,357	Executive Director	\$63,069	\$63,134	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wilson County Casa	TN	\$281,479	Executive Director	\$75,000	\$78,811	2024
Obx Room In The Inn	NC	\$279,914	President Ceo	\$26,000	\$26,857	2024
Santa Fe Community Housing Trust	NM	\$279,879	Ceo	\$190,833	\$205,188	2024
New Mexico Affordable Housing	NM	\$275,453	Executive Director	\$56,077	\$60,295	2024
Architectural Salvage Warehouse Of	MI	\$389,144	Executive Di	\$76,648	\$79,089	2024
Dollys Dream Home Rabbit Rescue	MO	\$267,532	Director	\$16,154	\$17,104	2024
Usvets - Arizona	CA	\$399,672	President & Ceo	\$18,095	\$16,081	2023
Bleeding Disorders Association	SC	\$401,157	Director	\$75,000	\$80,529	2023
Coronado Interfaith Housing Corporation	CA	\$402,681	President	\$12,848	\$11,091	2024
Accessible Space North Inc	MN	\$252,035	President/tr	\$65,715	\$66,831	2023
Armi Washington Heights	NY	\$248,610	Executive Vp & Ceo	\$114,621	\$106,601	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **46** organizations. Compensation range \$1,452–\$205,188; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$329,287); for reference, expenses \$344,156 and assets \$673,742.
ROLE MATCH	Lisa Barnes, reported title " <i>Director</i> ", 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	18 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	52 nd
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	24 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 (Lisa Barnes) 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 46 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,430 is reasonable (approximately the 52nd 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.