

Hands Of Mercy Ministries

Executive Director / CEO

EIN 800252204

CO · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Saby Thomas, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **238** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

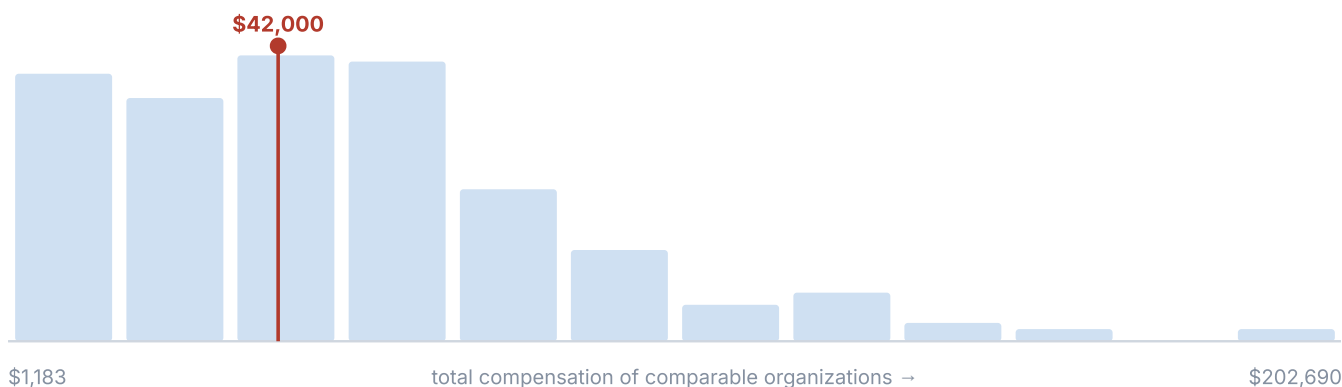
Benchmarked executive: Saby Thomas — reported title “FOUNDER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$279,298 and \$625,296 — 0.67x to 1.50x the subject's \$416,864 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

238 organizations qualified on sector, size, and geography → **238** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,025	\$26,080	\$46,837	\$68,912	\$97,762	\$42,000
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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 CO 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
Project Lucas Inc	VA	\$416,713	Executive Di	\$60,000	\$62,201	2023
Giving To Extremes	VA	\$417,228	President	\$50,000	\$50,348	2024
Equalhealth Inc	MA	\$415,758	Director	\$45,600	\$42,734	2024
Hearts Of Joy International Corp	NJ	\$414,996	Executive Dir.	\$81,500	\$75,887	2024
International Center For Advocates Against Discrimination Inc	NY	\$420,329	Co-founder & Legal Innovator	\$60,000	\$58,213	2023
Phyllis Sortor Schools For Afr	WA	\$411,482	Director	\$6,497	\$6,066	2024
Dignity Period	MO	\$410,818	Executive Director	\$140,675	\$155,386	2024
Arm In Arm In Africa	MN	\$410,393	Executive Di	\$22,167	\$22,843	2024
Christ Sanctuary International	CA	\$409,988	President	\$12,000	\$10,806	2024
Belief In Motion Inc	GA	\$409,915	President/missionary	\$36,750	\$38,536	2024
The Chijnaya Foundation Inc	CA	\$408,488	Operations M	\$69,625	\$62,700	2024
Mobility Worldwide	MO	\$426,417	Executive Di	\$13,292	\$14,682	2024
Croatian Relief Services Inc	NJ	\$426,897	President	\$30,000	\$28,759	2023
Bridging The Gap Africa Inc	OH	\$427,996	President	\$10,000	\$11,046	2024
Serving Paraguay Inc	OK	\$405,236	President	\$33,500	\$38,470	2024
The World Our Parish Inc	KY	\$428,779	President	\$114,564	\$128,362	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Adm Capital Foundation Inc	MA	\$404,766	Clerk	\$12,300	\$11,527	2024
Develop Africa	TN	\$404,644	President/executive Director	\$25,000	\$27,405	2024
Acts 4 Rwanda Inc	AR	\$402,991	Executive Dir.	\$37,926	\$45,772	2023
Maranatha Childrens Ministries Inc	ID	\$431,429	President	\$45,200	\$50,145	2024
Wellspringkaritas Foundation	PA	\$402,071	President	\$86,957	\$90,435	2024
City Of Refuge Inc	SD	\$400,655	Co-director	\$48,000	\$55,246	2024
Gate Of Hope Ministries Intl Inc	KY	\$433,251	Director	\$57,910	\$64,885	2024
Community Empowerment Nfp	IL	\$433,601	Executive Director (Thru 5/3/2024)	\$51,360	\$52,658	2024
Addis Jemari Inc	NC	\$434,018	Executive Di	\$35,769	\$39,683	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 238 organizations. Compensation range \$1,183–\$202,690; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$416,864); for reference, expenses \$305,888 and assets \$511,034.

ROLE MATCH Saby Thomas, reported title "*FOUNDER*", 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 7 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	45 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	48 th
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 (Saby Thomas) 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 238 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 45th 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.