

Mid-peninsula Murphy's Inc

Executive Director / CEO

EIN 943234468

CA · NTEE L80Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael J Vergura, Executive Director / CEO** (\$77,467) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

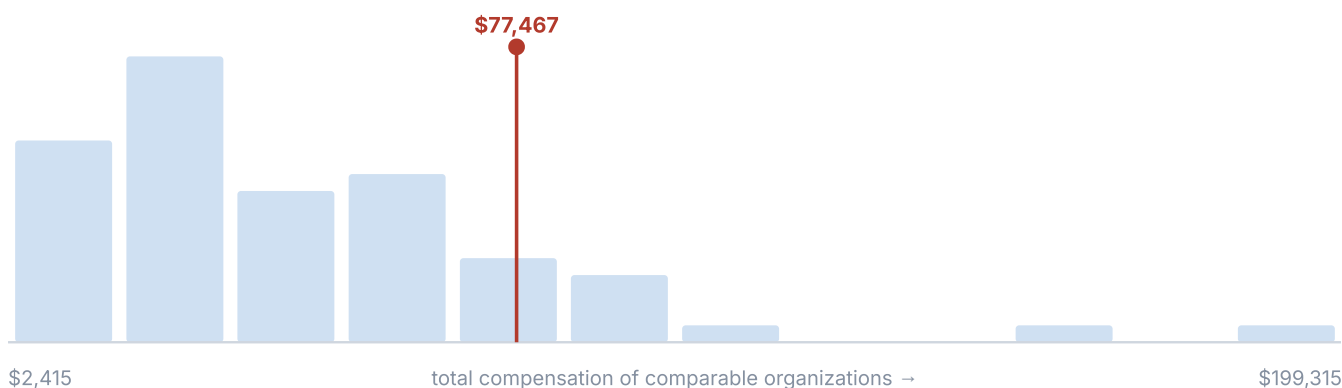
Benchmarked executive: Michael J Vergura — reported title “CFO / ASSISTANT SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80Z).
BUDGET	Total revenue between \$105,459 and \$236,103 — 0.67x to 1.50x the subject's \$157,402 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,895	\$23,095	\$37,393	\$63,324	\$87,268	\$77,467
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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 CA 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
Fox Township Manor Inc	PA	\$158,421	Director	\$34,650	\$40,016	2024
Trans Housing Coalition Inc	GA	\$156,187	Executive Dir.	\$89,470	\$107,259	2023
Cannelton & Neighbors Development Inc	IN	\$158,750	Executive Director	\$13,950	\$17,037	2024
Mount Zion Community Development Inc	NC	\$155,327	Executive Director	\$72,334	\$86,555	2024
Housing Continuum Inc	IL	\$160,761	Executive Director	\$30,156	\$35,348	2023
Prairie Haven Inc	IA	\$162,717	Top Management Official	\$19,545	\$25,515	2023
Narragansett Affordable Housing Inc	RI	\$163,584	President	\$37,500	\$40,568	2025
Wisconsin Rapids Figure Skating Club Inc	WI	\$150,751	Program Director	\$2,075	\$2,446	2025
The Rise Center	OH	\$165,354	President/ceo	\$76,379	\$93,685	2024
Oak Hill Apartments	CA	\$144,861	Secretary/treasurer	\$39,437	\$39,437	2024
Dh Inc	OR	\$170,222	President	\$15,031	\$16,643	2023
Ebsv Community Development Inc	CA	\$143,735	President & Ceo	\$28,109	\$28,939	2023
Strategic Community Investments	AR	\$172,088	Exec Dir/sec	\$22,377	\$29,989	2023
Newburyport Affordable	MA	\$140,347	Executive Director	\$18,309	\$19,054	2024
Lexington Senior Center Inc	MO	\$138,378	Executive Di	\$58,000	\$71,142	2024
Stanton Accessible Apartments	CA	\$138,256	Ceo	\$61,000	\$62,802	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abigail's Place	TX	\$177,282	Executive Director	\$48,000	\$55,605	2024
Ocl Properties Xiii Inc	NY	\$136,186	Chief Financial Officer	\$73,290	\$76,696	2024
Ascendant Neighborhood Development	NY	\$135,879	Executive Dir/ President	\$185,000	\$199,315	2023
Lotus Care House	MO	\$179,774	Executive Director	\$77,885	\$98,355	2023
His Daughters House	CA	\$180,015	Ceo	\$20,097	\$20,691	2023
Cmrs Iv Inc	NH	\$181,273	President & Ceo	\$32,010	\$34,229	2024
Mp Mezes Inc	CA	\$181,422	Cfo/assistant Secretary	\$59,660	\$61,422	2023
Wentworth Corporation	RI	\$131,813	President	\$52,490	\$60,009	2023
Vesta Three Inc	MD	\$183,633	President	\$21,417	\$23,188	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	60 organizations. Compensation range \$2,415–\$199,315; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$157,402); for reference, expenses \$5,358 and assets \$138,103. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael J Vergura, reported title " <i>CFO / ASSISTANT SECRETARY</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 36 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	88 th
Total compensation (D + F), as reported (no adjustments)	93 rd
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 (Michael J Vergura) 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 60 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,467 is reasonable (approximately the 88th 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.