

# The Tia Foundation Inc

Executive Director / CEO

EIN 204159280

AZ · NTEE Q33

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Laura Libman, Executive Director / CEO** (\$71,433) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

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

## How comparable organizations were selected

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

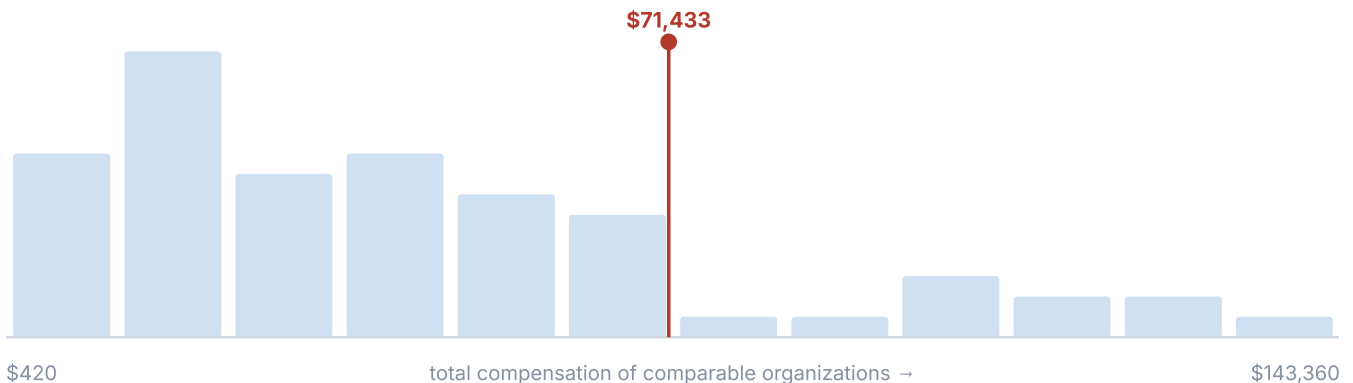
**BUDGET** Total revenue between \$91,271 and \$204,339 — 0.67x to 1.50x the subject's \$136,226 (the band tightens as size grows).

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

**63** organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,446

\$20,035

\$37,329

\$59,119

\$98,978

**\$71,433**



## ● 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 AZ 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
<a href="#">Shoulder To Shoulder Ministries Inc</a>	FL	\$135,560	President	\$73,240	<b>\$71,542</b>	2024
<a href="#">Pace Universal</a>	CA	\$136,954	Founder	\$57,450	<b>\$53,106</b>	2023
<a href="#">Mountaintop International</a>	DC	\$138,462	Ceo	\$40,999	<b>\$38,515</b>	2023
<a href="#">Economic Development And Empowerment Through Mentoring</a>	MA	\$139,080	Excecutive Director	\$11,450	<b>\$10,699</b>	2024
<a href="#">Open Arms Foundation Inc</a>	WV	\$139,946	Board Chair	\$50,350	<b>\$56,686</b>	2024
<a href="#">Overseas Tribal Services Inc Ots</a>	CO	\$131,089	Employee	\$39,328	<b>\$39,212</b>	2024
<a href="#">Medical Teams Worldwide</a>	TN	\$130,259	Director/president	\$11,980	<b>\$12,756</b>	2025
<a href="#">Yeshua Medical Ministries Inc</a>	NC	\$129,809	President	\$12,000	<b>\$12,561</b>	2025
<a href="#">Guatemala Healing Hands Foundation Inc</a>	NY	\$142,751	President	\$20,351	<b>\$18,628</b>	2025
<a href="#">Focus Builders International</a>	TX	\$143,877	President	\$27,000	<b>\$27,359</b>	2025
<a href="#">Codespa America</a>	DC	\$144,538	Executive Director	\$128,057	<b>\$116,846</b>	2024
<a href="#">Wholehearted Home Inc</a>	FL	\$126,449	President	\$38,750	<b>\$38,970</b>	2023
<a href="#">Burkina Faso Outreach Inc</a>	MO	\$126,166	President	\$65,001	<b>\$71,586</b>	2024
<a href="#">Glodev Inc</a>	FL	\$124,940	Ceo	\$2,658	<b>\$2,596</b>	2024
<a href="#">Compass Rose International</a>	CO	\$124,890	Ceo & Board President	\$32,650	<b>\$33,515</b>	2023
<a href="#">Fs Home Owners Foundation Inc</a>	CT	\$149,575	Secretarytreasurer	\$431	<b>\$420</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Misioneer International Inc</a>	GA	\$151,701	Executive Director & Trust	\$16,000	<b>\$16,728</b>	2024
<a href="#">Hearing Heart Missions</a>	MN	\$152,015	President	\$12,579	<b>\$12,924</b>	2024
<a href="#">Puentes De Esperanza</a>	IN	\$154,306	President	\$50,000	<b>\$56,446</b>	2023
<a href="#">Missoula Medical Aid</a>	MT	\$154,927	Executive Director	\$9,300	<b>\$10,424</b>	2024
<a href="#">His Hands Mission International</a>	AL	\$155,305	Executive Di	\$127,620	<b>\$143,360</b>	2024
<a href="#">Texas Water Mission Inc</a>	TX	\$116,927	Executive Director	\$30,000	<b>\$31,204</b>	2024
<a href="#">China Passage Inc</a>	PA	\$156,771	President/director	\$79,200	<b>\$82,124</b>	2024
<a href="#">Global Vision Outreach Inc</a>	FL	\$159,908	Director	\$7,906	<b>\$7,951</b>	2023
<a href="#">Parish Twinning Program Of The Americas</a>	IN	\$160,994	Executive Director	\$100,000	<b>\$112,892</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 63 organizations. Compensation range \$420–\$143,360; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$136,226); for reference, expenses \$81,619 and assets \$74,997. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Laura Libman, reported title "*PRESIDENT CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	75 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</sup>

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 (Laura Libman) 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 63 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,433 is reasonable (approximately the 81<sup>st</sup> 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.