

International Leadership Advancement Ministries Inc

Executive Director / CEO

EIN 300202030
 CA · NTEE X83
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Hector Tamez Jr, Executive Director / CEO** (\$56,500) against **every comparable organization** that fit the selection criteria — **689** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: Hector Tamez Jr — reported title “Exec Director/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X83).
BUDGET	Total revenue between \$89,794 and \$201,033 — 0.67x to 1.50x the subject's \$134,022 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

689 organizations qualified on sector, size, and geography → **689** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,123 10TH	\$23,386 25TH	\$42,417 MEDIAN	\$70,673 75TH	\$109,134 90TH	\$56,500 THIS ORG · 65TH
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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
Joel Hitchcock Ministries Inc	DE	\$133,917	President	\$54,312	\$59,820	2024
Highlands Mission Cooperative Inc	GA	\$133,892	President & Ceo	\$26,500	\$30,857	2023
Icthus Ministries Inc	NC	\$134,178	Director/president	\$43,540	\$50,605	2024
Committee For The Strengthening Of Torah True Jewish Commitment	NY	\$134,215	President	\$3,000	\$3,049	2024
Nichiren Buddhist	CA	\$133,727	General Manager	\$18,000	\$17,033	2025
Friends Of The Bridegroom Inc	OH	\$133,642	President	\$228,622	\$272,378	2024
Institute For Zen Leadership	WI	\$133,366	President And Treasurer	\$48,000	\$56,388	2024
Biblical School Of World Evangelism	OH	\$134,689	President	\$31,325	\$37,320	2024
Adirondack Preganacy Center Inc	NY	\$133,349	At Large	\$42,400	\$43,098	2024
New Wilderness Adventures	NC	\$133,340	Exec Director	\$23,500	\$27,314	2024
Camp Gilead Bible Camp	OH	\$134,761	President	\$6,200	\$7,605	2023
Wheel Power Christian Cyclists Inc	VA	\$133,225	Vp/treasurer	\$42,147	\$45,776	2024
Herbster Evangelistic Ministries I	MO	\$133,100	President	\$5,652	\$6,933	2023
Great Is Thy Faithfulness Cogic	MN	\$133,094	Pastor	\$10,000	\$11,443	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Africa Church-planting & Training In Vocational Ed	IN	\$133,020	Executive Director	\$19,350	\$22,954	2024
Doug Holliday Ministries Inc	FL	\$132,813	President	\$54,000	\$58,748	2023
Grace For Glory Global Ministries I	FL	\$135,366	President	\$4,500	\$4,896	2023
Catholic Media Apostolate Inc	CO	\$135,387	President	\$115,400	\$128,146	2023
The Keshet Project	IL	\$135,655	President	\$101,600	\$112,355	2024
New Life Center Foundation	ND	\$135,797	Secretary	\$25,948	\$32,977	2023
Mark A Sutton Ministries	FL	\$135,832	President	\$86,094	\$90,976	2024
Franciscan Friars Of Our Lady Of Good Success Inc	KS	\$132,084	President & Treasurer	\$459	\$558	2024
Junglemaster Ministries	WA	\$136,378	Executive Director	\$56,442	\$58,521	2023
Phoenix Methodist Church	AZ	\$131,624	Pastor	\$36,000	\$38,944	2024
The Ezra Project Inc	CO	\$136,449	President	\$53,100	\$57,274	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 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 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	689 organizations. Compensation range \$1–\$532,363; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$134,022); for reference, expenses \$85,714 and assets \$331,481.
ROLE MATCH	Hector Tamez Jr, reported title " <i>Exec Director/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 34 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 28 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	65 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	62 nd

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 (Hector Tamez Jr) 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 689 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,500 is reasonable (approximately the 65th 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.