

# Lichen Health

Executive Director / CEO

EIN 731683375  
 CA · NTEE P20  
 FY ending 2025-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Daniela Dipiero, Executive Director / CEO** (\$103,846) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

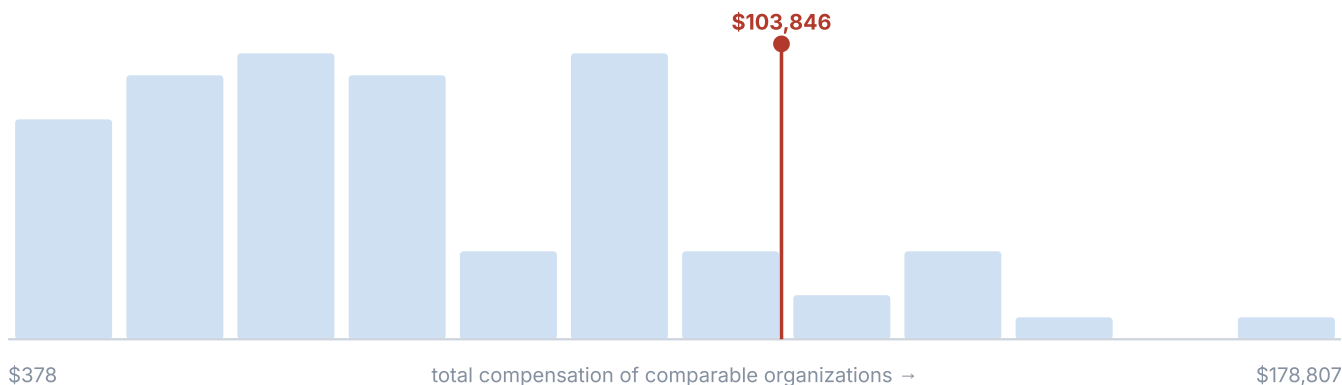
**Benchmarked executive:** Daniela Dipiero — reported title “Exec Dir, VP”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$134,521 and \$301,168 — 0.67x to 1.50x the subject's \$200,779 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

**76** organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,133	\$28,747	\$48,020	\$80,280	\$104,814	<b>\$103,846</b>
----------	----------	----------	----------	-----------	------------------



## ● 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
<a href="#">Chen Teng Hsiu Compassion Foundation</a>	CA	\$200,181	Secretary	\$48,000	<b>\$49,270</b>	2024
<a href="#">Charity For Charity</a>	CA	\$196,905	Secretary	\$37,558	<b>\$39,690</b>	2023
<a href="#">Live Oak Mental Wellness Project Inc</a>	CA	\$205,144	Ceo	\$14,368	<b>\$14,748</b>	2024
<a href="#">The Latino Cancer Institute</a>	CA	\$205,874	Founder/president	\$36,000	<b>\$38,044</b>	2023
<a href="#">Pelican Cove Counseling Center</a>	CA	\$194,911	Executive Director	\$68,034	<b>\$69,834</b>	2024
<a href="#">Return To Zero Hope Inc</a>	CA	\$206,705	Executive Director	\$59,400	<b>\$60,972</b>	2024
<a href="#">Ananda Valley Farm</a>	CA	\$207,786	President	\$26,944	<b>\$27,657</b>	2024
<a href="#">We Are Brave Together</a>	CA	\$208,296	Executive Dir.	\$42,000	<b>\$43,111</b>	2024
<a href="#">Beyond Fistula</a>	CA	\$192,936	Co-director	\$7,392	<b>\$7,588</b>	2024
<a href="#">Crack The Wellness Code</a>	CA	\$208,999	Co-founder	\$60,000	<b>\$63,407</b>	2023
<a href="#">African Leadership Partners Inc</a>	CA	\$213,728	President	\$33,600	<b>\$34,489</b>	2024
<a href="#">Thomas Toy Community Center</a>	CA	\$214,994	Executive Dir.	\$46,667	<b>\$49,317</b>	2023
<a href="#">Cuyama Valley Family Resource Center</a>	CA	\$186,476	Executive Director	\$45,630	<b>\$48,221</b>	2023
<a href="#">Because Black Is Still Beautiful</a>	CA	\$215,523	Executive Director	\$125,004	<b>\$132,101</b>	2023
<a href="#">Black Everywhere</a>	CA	\$216,079	President / Executive Director	\$24,463	<b>\$25,110</b>	2024
<a href="#">El Emet Inc</a>	CA	\$184,498	Cfo	\$39,000	<b>\$40,032</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Courageous Conversation</a>	CA	\$217,734	Executive Director	\$130,000	<b>\$130,000</b>	2025
<a href="#">Wings Homeless Advocacy</a>	CA	\$217,974	Executive Di	\$45,000	<b>\$47,555</b>	2023
<a href="#">Kindred Spirits Care Farm</a>	CA	\$183,337	Executive Director	\$10,000	<b>\$10,265</b>	2024
<a href="#">Options United</a>	CA	\$218,363	President	\$107,561	<b>\$110,407</b>	2024
<a href="#">African American Wellness Center For Children Families</a>	CA	\$180,993	Ceodirector	\$28,464	<b>\$29,217</b>	2024
<a href="#">Pampa</a>	CA	\$220,618	Director	\$80,047	<b>\$80,047</b>	2025
<a href="#">Love Thy Nerd Inc</a>	CA	\$221,842	Ceo	\$53,078	<b>\$56,092</b>	2023
<a href="#">Peacemakers International</a>	CA	\$223,816	President & Ceo	\$5,000	<b>\$5,132</b>	2024
<a href="#">Quilting For Community</a>	CA	\$224,325	President	\$30,000	<b>\$30,794</b>	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 2025 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	76 organizations. Compensation range \$378–\$178,807; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$200,779); for reference, expenses \$219,546 and assets \$17,781.
ROLE MATCH	Daniela Dipiero, reported title <i>"Exec Dir, VP"</i> , 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	1 peer 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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	87 <sup>th</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 (Daniela Dipiero) 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 76 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,846 is reasonable (approximately the 89<sup>th</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.