

International Association For Hospice And Palliative Care Inc

Executive Director / CEO

EIN 760674392
 TX · NTEE Q30
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Liliana De Lima, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

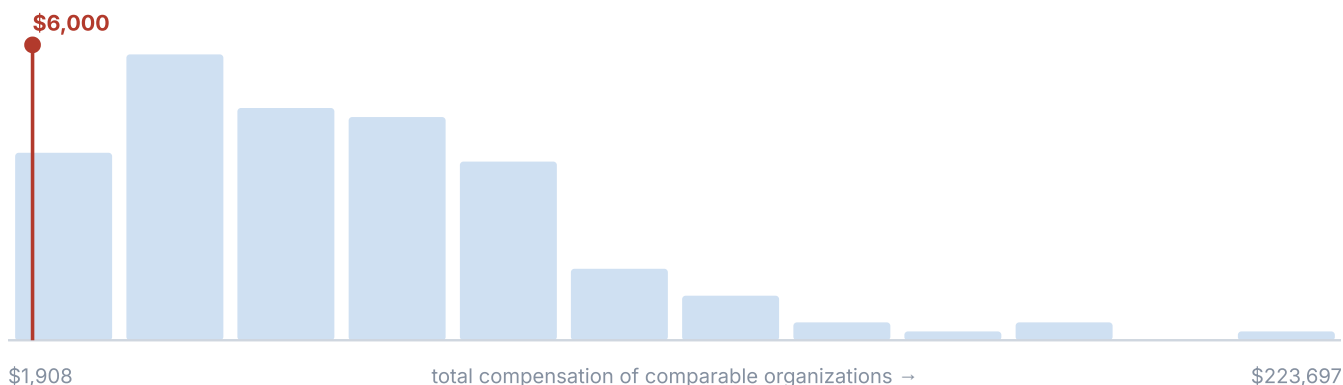
Benchmarked executive: Liliana De Lima — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q30).
BUDGET	Total revenue between \$247,750 and \$554,665 — 0.67x to 1.50x the subject's \$369,777 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

143 organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,268 10TH	\$30,556 25TH	\$54,053 MEDIAN	\$77,465 75TH	\$100,484 90TH	\$6,000 THIS ORG · 3RD
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\$6,000



● 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 TX 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
The Humanity Share Inc	IL	\$368,692	Treasurer	\$59,573	\$58,549	2023
Alongsideasia Inc	GA	\$367,472	Trustee	\$31,000	\$31,160	2023
Konbit Haiti	AL	\$367,155	Co-executive Director	\$26,017	\$27,293	2024
The Vimm Fund World Missions Dp Cog	SC	\$367,138	Executive Director	\$9,906	\$10,035	2024
Be Free Revolution Inc	TN	\$365,192	President	\$39,005	\$39,811	2024
Friendship With Cambodia	OR	\$374,761	Treasurer	\$93,113	\$83,963	2024
Right Steps Inc	GA	\$374,765	Executive Di	\$58,321	\$56,941	2024
Apparent Project	WA	\$364,312	President	\$10,500	\$9,398	2023
Giao Diem Humanitarian Foundation Inc	CA	\$363,955	Director	\$5,000	\$4,193	2024
Iron Sharpens Iron Mentoring Inc	NV	\$363,712	Executive Director	\$64,989	\$63,254	2024
Africa Fire Mission	OH	\$363,661	Executive Director	\$85,000	\$87,418	2024
Reincorporated Nfp	TX	\$363,645	President, Ceo	\$25,000	\$25,000	2023
New Korea Foundation International	MN	\$376,598	Ceo, President	\$9,000	\$8,890	2023
Millennium Campus Network Inc	MA	\$376,676	Executive Director	\$68,376	\$59,662	2024
Ivu Med	UT	\$378,022	Director	\$122,917	\$119,007	2025
Global Seed Planters	MN	\$378,056	President	\$54,467	\$53,803	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Forget Me Not Ministries Inc	IN	\$359,736	President	\$45,736	\$48,216	2023
Enchanted Peach Children's Foundation	GA	\$380,018	Executive Director	\$75,000	\$73,225	2024
Arlene Campbell Humanitarian Foundation	TX	\$380,640	President	\$3,140	\$3,050	2024
Project Soar Marrakech	DC	\$357,057	Co-founder & Ceo	\$48,379	\$41,223	2024
Vision For The Poor	PA	\$382,721	Exec. Dir/pres	\$14,400	\$13,584	2025
Latin American Missions Board Inc	WI	\$356,780	Missionary D	\$32,998	\$33,462	2024
Mayan Hands Foundation Ltd	NY	\$386,658	Executive Director	\$60,000	\$52,646	2024
Zara Initiative	CA	\$387,011	Secretary Director Onsite Director	\$19,000	\$15,931	2024
Rostropovich-vishnevskaya Foundation	DC	\$387,111	Executive Director	\$262,528	\$223,697	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 143 organizations. Compensation range \$1,908–\$223,697; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$369,777); for reference, expenses \$346,969 and assets \$274,582.

ROLE MATCH Liliana De Lima, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	3 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 (Liliana De Lima) 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 143 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 3rd 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.