

Northwest Islamic Center Inc

Executive Director / CEO

EIN **043653166**
 MO · NTEE X40
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Muhammad Hamirani, Executive Director / CEO** (\$37,317) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

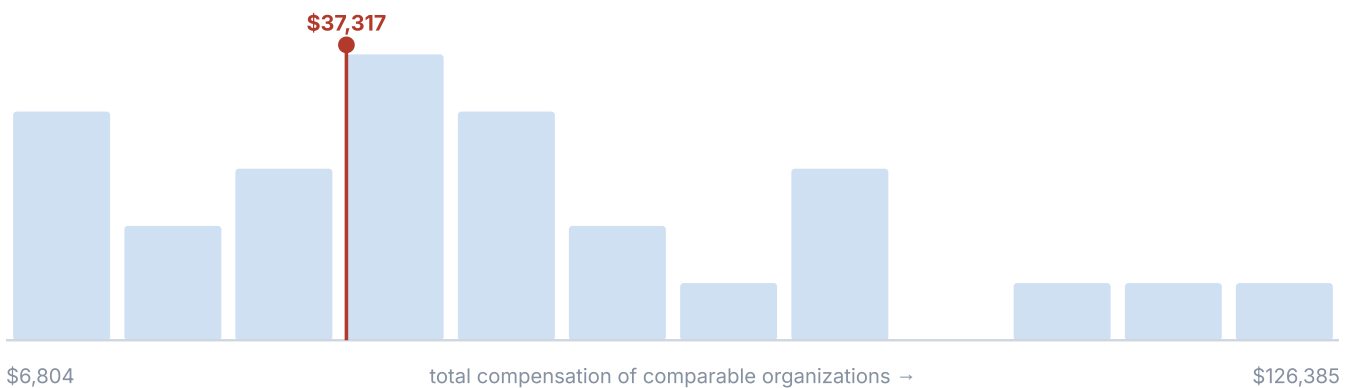
Benchmarked executive: Muhammad Hamirani — reported title “IMAM”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X40).
BUDGET	Total revenue between \$325,448 and \$728,616 — 0.67x to 1.50x the subject's \$485,744 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X40), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,734	\$34,305	\$45,802	\$67,915	\$90,055	\$37,317
----------	----------	----------	----------	----------	-----------------



● 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 MO 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
Ahlulbait Foundation	GA	\$472,076	Director	\$55,135	\$53,888	2023
Al-kawthar Institute Inc	NY	\$500,762	President	\$15,000	\$12,797	2024
Islamic Education Center Inc	MD	\$503,571	Resident Alim-compensation	\$124,247	\$112,911	2023
Dar Al Qalam Cultural Center	MN	\$504,078	Executive Director	\$36,000	\$34,577	2023
Mihraab Foundation	WA	\$518,339	Executive Director	\$44,736	\$37,816	2024
American Muslim Advisory Council	TN	\$449,969	Exe Director	\$80,100	\$79,494	2024
The Majlis	CA	\$525,148	President	\$78,000	\$63,591	2024
Drug Free Dickson Coalition	TN	\$537,763	Executive Di	\$81,670	\$81,052	2024
Saleema Foundation	TX	\$541,336	Director	\$12,099	\$11,764	2023
Society Of Bosnian And Herzegovinians	IL	\$545,667	Agic	\$37,000	\$35,358	2023
Darulquran Foundation	MO	\$546,434	President	\$72,200	\$72,200	2024
Noori Qudsi Academy Of Islam	CA	\$423,219	Imam - Leader	\$28,000	\$23,502	2023
Burmes Islamic Association Of Colorado	CO	\$402,889	Ullah	\$7,300	\$6,804	2023
Insight Foundation Inc	NJ	\$394,383	Executive Dir.	\$100,678	\$84,869	2024
Darul Wahi	MI	\$392,636	Treasurer	\$45,000	\$43,854	2024
Ilmoasis Nfp	IL	\$382,308	President	\$20,000	\$18,564	2024
Lehigh Dialogue Center	PA	\$381,113	Executive Director	\$59,234	\$55,771	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Icm Learning Academy	OH	\$601,248	Treasurer	\$36,000	\$37,063	2023
Mufid Academic Seminary	VA	\$364,008	President	\$69,798	\$63,629	2024
Center Dc	DC	\$353,954	Executive Director	\$45,449	\$37,655	2024
American Islamic Outreach	NC	\$348,352	Ceo	\$55,000	\$53,656	2024
Ihya Foundation	TX	\$347,795	Director	\$35,000	\$34,032	2023
Markaz Tawheed Wa Sunnah	NC	\$341,396	Vice Chairman	\$56,400	\$55,021	2024
Muslims For Progressive Values	CA	\$639,280	President	\$120,000	\$97,833	2024
Open Path Resources	MN	\$641,783	Founder / Director	\$135,471	\$126,385	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	27 organizations. Compensation range \$6,804–\$126,385; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$485,744); for reference, expenses \$261,417 and assets \$2,144,510. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Muhammad Hamirani, reported title "IMAM", 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.
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	37 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	37 th

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 (Muhammad Hamirani) 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 27 similarly situated organizations (Same NTEE sector (X40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,317 is reasonable (approximately the 37th 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.