

Lehigh Dialogue Center

Executive Director / CEO

EIN 201374639

PA · NTEE X40

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Okan Ozkan, Executive Director / CEO** (\$59,234) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Okan Ozkan — 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 (X40).

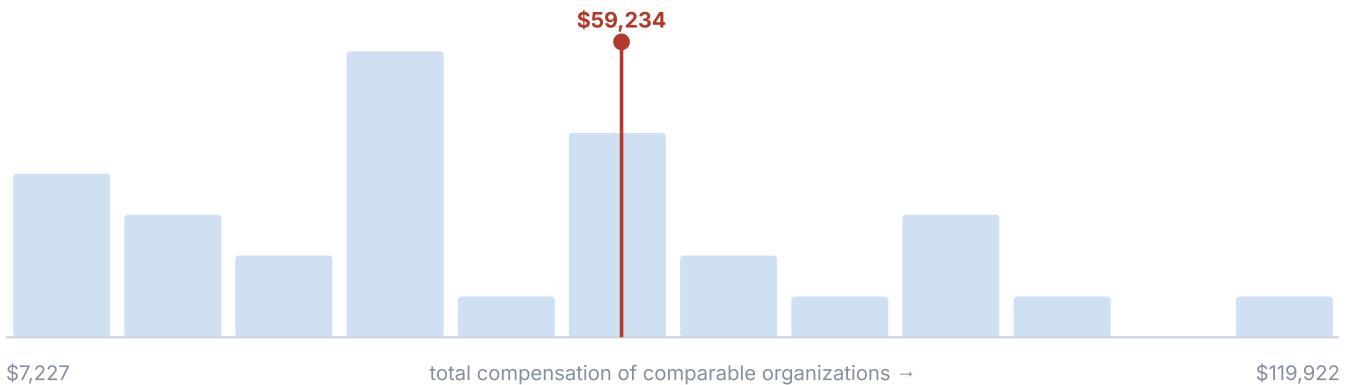
BUDGET Total revenue between \$255,345 and \$571,669 — 0.67x to 1.50x the subject's \$381,113 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X40), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography

→ **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,575	\$30,568	\$42,385	\$65,701	\$86,490	\$59,234
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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 PA 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
Ilmoasis Nfp	IL	\$382,308	President	\$20,000	\$19,717	2024
Darul Wahi	MI	\$392,636	Treasurer	\$45,000	\$46,576	2024
Insight Foundation Inc	NJ	\$394,383	Executive Dir.	\$100,678	\$90,139	2024
Mufid Academic Seminary	VA	\$364,008	President	\$69,798	\$67,580	2024
Burmes Islamic Association Of Colorado	CO	\$402,889	Ullah	\$7,300	\$7,227	2023
Center Dc	DC	\$353,954	Executive Director	\$45,449	\$39,993	2024
American Islamic Outreach	NC	\$348,352	Ceo	\$55,000	\$56,987	2024
lhya Foundation	TX	\$347,795	Director	\$35,000	\$36,145	2023
Markaz Tawheed Wa Sunnah	NC	\$341,396	Vice Chairman	\$56,400	\$58,438	2024
Noori Qudsi Academy Of Islam	CA	\$423,219	Imam - Leader	\$28,000	\$24,961	2023
Knowman Learning Academy	OH	\$328,983	President	\$12,276	\$13,424	2023
American Muslim Advisory Council	TN	\$449,969	Exe Director	\$80,100	\$84,430	2024
Sapience Education	TX	\$310,485	Director	\$90,000	\$92,944	2023
Al-huda Islamic Center Of Nashville	TN	\$306,717	Director	\$54,000	\$56,919	2024
Ummul Qura Islamic Foundation	TX	\$295,853	Principal/director	\$60,000	\$60,185	2024
Masjid Al-shuhada	CO	\$291,867	Director	\$20,025	\$19,823	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Imam Abu Hanifa Islamic Center	AZ	\$291,353	President	\$31,200	\$30,089	2024
Ahlulbait Foundation	GA	\$472,076	Director	\$55,135	\$57,234	2023
Northwest Islamic Center Inc	MO	\$485,744	Imam	\$37,317	\$39,634	2024
Sanad Trust Foundation-new	FL	\$273,199	President & Ceo	\$47,350	\$44,605	2024
Al-kawthar Institute Inc	NY	\$500,762	President	\$15,000	\$13,592	2024
Muna Center Of South Florida Inc	FL	\$260,357	President	\$33,000	\$32,005	2023
Islamic Education Center Inc	MD	\$503,571	Resident Alim-compensation	\$124,247	\$119,922	2023
Dar Al Qalam Cultural Center	MN	\$504,078	Executive Director	\$36,000	\$36,724	2023
Mihraab Foundation	WA	\$518,339	Executive Director	\$44,736	\$40,164	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	30 organizations. Compensation range \$7,227–\$119,922; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$381,113); for reference, expenses \$397,063 and assets \$319,251.
ROLE MATCH	Okan Ozkan, reported title "EXECUTIVE DIRECTOR", 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 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	70 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	70 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 (Okan Ozkan) 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 10, 2026, comparing compensation against 30 similarly situated organizations (Same NTEE sector (X40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,234 is reasonable (approximately the 70th 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 10, 2026.