

Iraqi Christian Relief Council

Executive Director / CEO

EIN 262898374

IL · NTEE X90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juliana Taimoorazy, Executive Director / CEO** (\$79,216) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

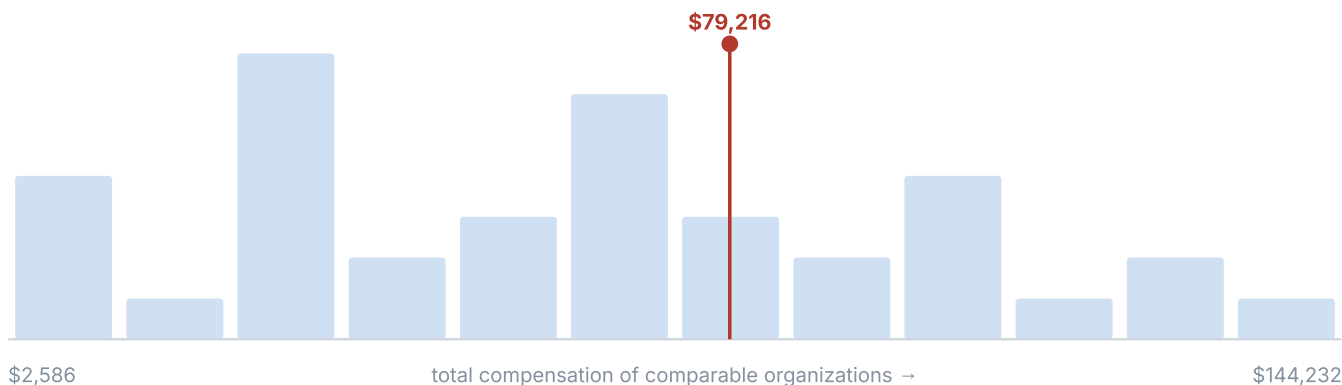
Benchmarked executive: Juliana Taimoorazy — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X90).
BUDGET	Total revenue between \$128,794 and \$288,345 — 0.67x to 1.50x the subject's \$192,230 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X90), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,989	\$31,958	\$62,556	\$79,216	\$109,691	\$144,232
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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 IL 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
Knowing Him Ministries	CO	\$190,068	Director	\$37,278	\$36,359	2024
Leachman Ministries	CO	\$194,981	Directorspiritual Director	\$130,112	\$126,904	2024
Stride Ministries	UT	\$195,527	Chair	\$112,029	\$116,628	2024
Arizona Interfaith Movement	AZ	\$197,769	Executive Di	\$73,250	\$71,656	2024
Movement West Michigan	MI	\$198,776	Executive Di	\$81,209	\$85,261	2024
Frank Damazio Ministries	OR	\$201,116	Director	\$30,000	\$28,338	2024
Anne Arundel Connecting Together Inc	MD	\$181,257	Key Employee	\$105,725	\$100,540	2024
Foundation For Spiritual Development	CA	\$206,450	Executive Dir.	\$85,136	\$76,987	2023
Mecca 20 20 Incorporated	FL	\$178,000	Program Director	\$34,680	\$33,139	2024
The Trucking Collective Inc	MI	\$206,839	Executive Director	\$96,051	\$100,843	2024
Every Bible Counts Inc	CA	\$208,047	Secretary Director	\$12,320	\$10,821	2024
Awakeningsusa Org	TX	\$208,734	President/di	\$100,988	\$102,754	2024
City Vision	MN	\$208,740	Executive Director	\$124,982	\$125,617	2024
Innerfaith Disciple House	TX	\$210,958	President, T	\$21,600	\$21,978	2024
Hope Dealer Community Inc	OH	\$225,060	Executive Director	\$59,940	\$64,576	2024
School Of Metaphysics	MO	\$153,111	Director	\$2,400	\$2,586	2024
Lancaster County Interfaith Justice Organization	NE	\$234,408	Lead Organizer	\$81,795	\$89,486	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Romania Leadership Ministries	IL	\$147,628	Exec Director	\$53,285	\$53,285	2024
Amazon Basin Ministries Inc	TX	\$239,014	Executive Director, Co-founder	\$52,000	\$54,472	2023
Espavo	NV	\$144,178	Chairman	\$72,000	\$71,518	2025
Northside Outreach Center Inc	VA	\$240,404	Executive Di	\$66,153	\$63,296	2025
Club 180 Inc	KY	\$240,886	President	\$26,000	\$28,413	2024
Revelation Of Hope Ministries Inc	HI	\$143,550	President Ceo	\$80,000	\$72,855	2024
Faith In Action Of The Greater Kanawha Valley Inc	WV	\$244,201	Executive Director	\$56,128	\$61,816	2024
Gathering Of Light Multifaith	NY	\$138,484	Sr Officiant	\$56,328	\$53,303	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	36 organizations. Compensation range \$2,586–\$144,232; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$192,230); for reference, expenses \$221,376 and assets \$81,726.
ROLE MATCH	Juliana Taimoorazy, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	69 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	69 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 (Juliana Taimoorazy) 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 36 similarly situated organizations (Same NTEE sector (X90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,216 is reasonable (approximately the 69th 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.