

Islamic Leadership Institute Of America Inc

Executive Director / CEO

EIN 270447273
 MD · NTEE A23
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ayman Nassar, Executive Director / CEO** (\$44,950) against **every comparable organization** that fit the selection criteria — **159** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

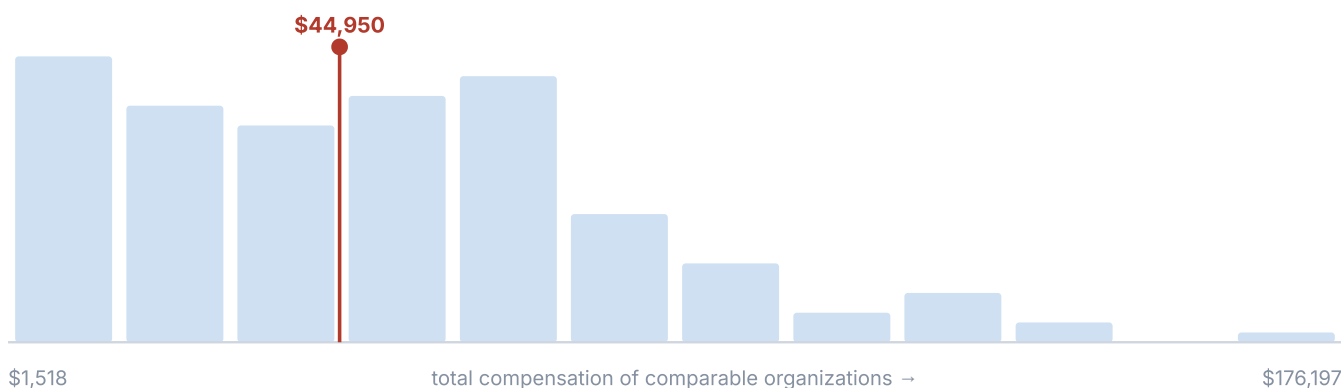
Benchmarked executive: Ayman Nassar — reported title “Chief, Research, Academics & Prgms”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$194,243 and \$434,872 — 0.67x to 1.50x the subject's \$289,915 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

159 organizations qualified on sector, size, and geography → **159** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,119	\$23,634	\$47,806	\$70,657	\$96,814	\$44,950
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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 MD 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
Centro Cultural Hispano De San Marcos	TX	\$290,437	Staff Administrator	\$24,245	\$25,196	2024
Inner City Cultural League Inc	DE	\$289,252	Executive Director	\$26,000	\$27,231	2023
Vanguard Culture	CA	\$288,923	Board President	\$20,642	\$19,065	2023
Cambodia Town Inc	CA	\$290,976	Secretary	\$4,500	\$4,156	2023
Advocates For Indigenous California	CA	\$292,769	Executive Dir.	\$65,000	\$60,036	2023
Kake Tribal Heritage Foundation	AK	\$285,602	Secretary/tr	\$8,000	\$8,181	2023
Creative City Kc Inc	MO	\$294,500	Treasurer	\$82,500	\$90,782	2024
King Sejong Institute Center Usa	CA	\$285,247	Cfo	\$38,004	\$35,101	2023
Alaska Native Voices Educational Institute	AK	\$285,092	President	\$36,768	\$36,521	2024
Arkansas Culture And Dialog Center	AR	\$295,824	Executive Director	\$81,917	\$95,664	2024
Central District Forum For Arts & Ideas	WA	\$297,012	Executive Dir.	\$91,129	\$84,766	2024
Bomazeen Land Trust	ME	\$297,541	Co-executive Director/board Member	\$45,604	\$47,444	2024
Philippine Cultural Foundation Inc	FL	\$298,020	Senior Vice Chariman	\$37,440	\$35,599	2025
Arawaka Inc	NM	\$281,056	President	\$47,700	\$54,876	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kealakai Center For Pacific String Traditions	HI	\$279,563	Executive Director	\$31,900	\$29,673	2024
Descendants Of Holocaust Survivors	NY	\$279,204	Executive Director	\$74,946	\$70,360	2024
Lexington Chinese School Inc	MA	\$278,711	President	\$1,579	\$1,518	2023
Balkan Cultural Center	CA	\$301,138	President	\$22,000	\$20,320	2023
Intercourse Library Inc	PA	\$278,303	Executive Di	\$60,408	\$62,587	2024
La Conexion	OH	\$278,029	Executive Director	\$12,001	\$13,206	2024
Mexican Cultural Center	PA	\$277,294	Director Of Programs	\$20,068	\$20,791	2024
Bit Community Center Inc	MD	\$276,110	Executive Director & Ceo	\$65,360	\$63,485	2024
Indiana Latino Expo	IN	\$304,186	Board Member	\$129,489	\$141,871	2024
Darul Uloom New Jersey Inc	NJ	\$305,996	President	\$41,100	\$39,251	2023
India Cultural Center Of Greenwich Inc	CT	\$306,484	Executive Dir.	\$127,200	\$123,908	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **159** organizations. Compensation range \$1,518–\$176,197; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$289,915); for reference, expenses \$269,461 and assets \$385,698.
ROLE MATCH	Ayman Nassar, reported title " <i>Chief, Research, Academics & Prgms</i> ", 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.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	47 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	46 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 (Ayman Nassar) 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 159 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,950 is reasonable (approximately the 47th 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.