

Taq Waqf Inc

Executive Director / CEO

EIN 270977938

VA · NTEE X80

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Afeef Khan, Executive Director / CEO** (\$75,500) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

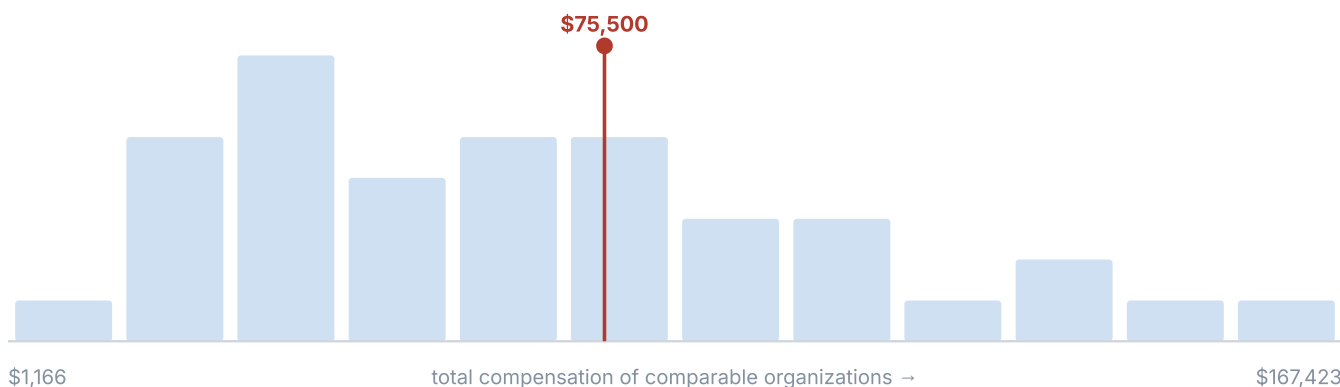
Benchmarked executive: Afeef Khan — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X80).
BUDGET	Total revenue between \$315,181 and \$705,630 — 0.67x to 1.50x the subject's \$470,420 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X80), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,887	\$36,007	\$59,061	\$87,433	\$125,693	\$75,500
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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 VA 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
Mass Of The Ages Society Limited	OH	\$483,890	Founder & Pr	\$96,718	\$106,095	2023
Awkng Inc	FL	\$486,816	Cpd	\$21,831	\$21,240	2023
Mustard Seed Ministry Inc	OR	\$452,440	President	\$34,310	\$32,999	2023
All Catholic Studios	CA	\$451,714	Ceo	\$96,750	\$86,525	2023
Little Brothers Friends Of The Elderly	OH	\$442,402	Executive Director	\$71,000	\$75,649	2024
Church Music Institute	TX	\$506,011	Director & Executive Director	\$35,000	\$35,220	2024
Prime Time Christian Broadcasting Inc	TX	\$506,592	Vice President	\$72,800	\$75,421	2023
Leroy Jenkins Evangelistic	FL	\$510,408	President	\$130,000	\$122,854	2024
Shining Hope International	VA	\$516,480	Secretary/treasurer	\$1,200	\$1,166	2024
Hollywood Prayer Network Inc	CA	\$404,268	Executive Dir.	\$67,323	\$58,481	2024
Taming Mustangs Inc	TX	\$539,369	President	\$96,000	\$99,457	2023
365 Islamic Education Network	TX	\$385,927	Director	\$60,000	\$60,378	2024
Hermano Pablo Ministries	CA	\$384,739	Pastoral Counselor	\$66,480	\$57,749	2024
10000 Fathers Inc	CO	\$383,737	Executive Di	\$46,200	\$45,881	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Visual Story International	CA	\$564,582	President	\$152,324	\$132,318	2024
Captive Hearts	CA	\$567,685	Chairman	\$42,448	\$36,873	2024
Catholic Music Initiative Inc	TX	\$576,076	Board Member	\$20,000	\$20,125	2024
Hope Out Loud	VA	\$577,181	President	\$91,095	\$88,481	2024
Kh Institute	UT	\$362,935	President	\$31,603	\$32,538	2024
Catholics Come Home Inc	GA	\$355,689	Founder & President	\$165,522	\$167,423	2024
Pastoral Center	CA	\$347,278	Executive Director & Chief Financial Officer	\$83,941	\$72,916	2024
Jude 3 Project Inc	FL	\$346,391	President	\$41,980	\$39,673	2024
Windows Of Heaven Inc	CA	\$342,582	President	\$73,522	\$63,866	2024
Orthodox Christian Ministries Inc	CA	\$334,432	Director	\$30,000	\$26,059	2024
Great Commission Media Ministries-usa	MN	\$606,746	Ceo Mission Dir	\$60,000	\$59,641	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **38** organizations. Compensation range \$1,166–\$167,423; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$470,420); for reference, expenses \$118,628 and assets \$369,110. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Afeef Khan, reported title " <i>President</i> ", 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	63 rd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	63 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 (Afeef Khan) 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 38 similarly situated organizations (Same NTEE sector (X80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,500 is reasonable (approximately the 63rd 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.