

# Salaam Cultural Center

Executive Director / CEO

EIN 274137009

MN · NTEE P404

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Abdimagid Omar, Executive Director / CEO** (\$47,000) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

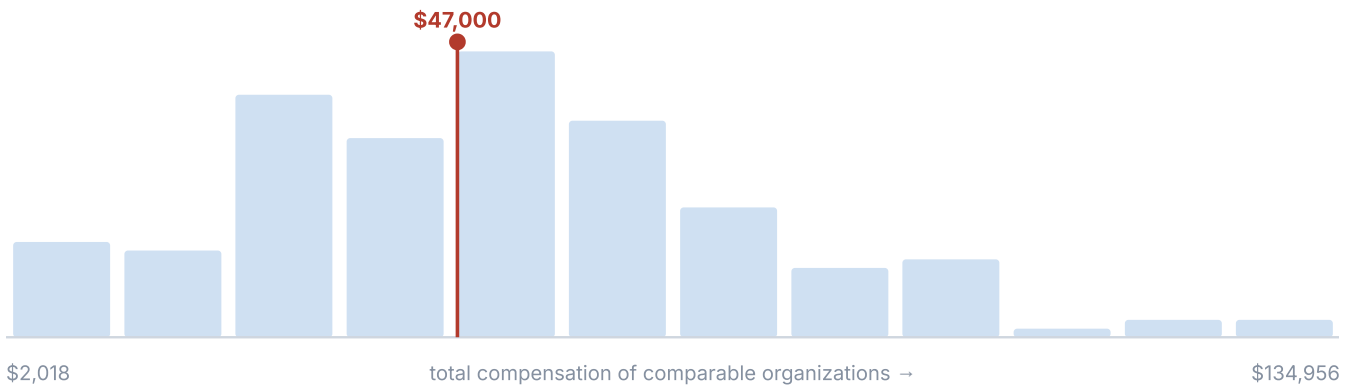
**Benchmarked executive:** Abdimagid Omar — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

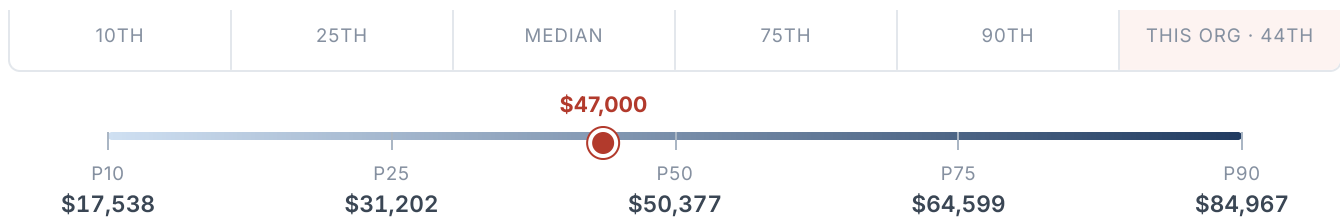
SECTOR	Organizations sharing the subject's NTEE classification (P404).
BUDGET	Total revenue between \$174,663 and \$391,038 — 0.67x to 1.50x the subject's \$260,692 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**167** organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,538	\$31,202	\$50,377	\$64,599	\$84,967	\$47,000
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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 MN 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
<a href="#">Nicholtown Child And Family Collaborative</a>	SC	\$260,743	Executive Director	\$61,023	<b>\$64,428</b>	2024
<a href="#">Woodbury Life Resource Center</a>	MN	\$261,363	Executive Director	\$54,398	<b>\$56,005</b>	2023
<a href="#">Sunrise Community Outreach Center Inc</a>	CA	\$262,498	Executive Director	\$57,647	<b>\$50,377</b>	2024
<a href="#">Two Lives Changed</a>	TX	\$264,522	Executive Director	\$14,184	<b>\$14,359</b>	2024
<a href="#">Pregnancy Support Center</a>	NC	\$264,601	Executive Dir.	\$42,998	<b>\$46,291</b>	2023
<a href="#">Fathers Making Progress Inc</a>	WI	\$256,774	President/founder	\$57,500	<b>\$62,568</b>	2023
<a href="#">Love Moves Us Inc</a>	IL	\$256,754	President Ceo	\$78,726	<b>\$78,328</b>	2024
<a href="#">National Parents Organization Inc</a>	MA	\$256,249	Director Of Operations	\$101,676	<b>\$92,467</b>	2024
<a href="#">December 5th Fund</a>	MO	\$255,064	President And Executive Director	\$64,423	<b>\$71,095</b>	2023
<a href="#">Hope Restored Pregnancy Resource Center</a>	LA	\$266,883	Executive Director	\$47,100	<b>\$52,487</b>	2024
<a href="#">Chalfonte Foundation</a>	MI	\$254,444	Ceo/president	\$24,000	<b>\$25,070</b>	2024
<a href="#">Quakerdale</a>	IA	\$254,183	Executive Director	\$42,009	<b>\$46,551</b>	2024
<a href="#">Families Of Character</a>	CO	\$253,012	Ceo	\$98,280	<b>\$95,372</b>	2024
<a href="#">Motherwoman Inc</a>	MA	\$268,498	Vice President	\$19,461	<b>\$17,698</b>	2024
<a href="#">Maryland Diaper Bank</a>	MD	\$252,747	Executive Director	\$6,750	<b>\$6,575</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Special Needs Solutions</a>	AZ	\$269,607	Executive Director And President	\$52,334	<b>\$50,936</b>	2024
<a href="#">Resource &amp; Connect With Benita</a>	IL	\$270,391	President	\$77,637	<b>\$77,244</b>	2024
<a href="#">Birth To Five Incorporated</a>	IN	\$249,916	Executive Director	\$38,483	<b>\$42,284</b>	2023
<a href="#">Taking Back Our Lives</a>	IL	\$271,545	Executive Director	\$88,864	<b>\$86,135</b>	2025
<a href="#">Watertown Family Connections Inc</a>	WI	\$271,948	Executive Director	\$73,670	<b>\$77,864</b>	2024
<a href="#">Compassion Delivered Inc</a>	OH	\$274,616	Co-founder	\$23,760	<b>\$26,221</b>	2023
<a href="#">On Your Feet Foundation</a>	IL	\$246,748	Executive Di	\$25,833	<b>\$25,702</b>	2024
<a href="#">Hope Spring Community</a>	TX	\$274,799	Executive Di	\$7,000	<b>\$7,086</b>	2024
<a href="#">Healing Thine Hearts Ministries</a>	TX	\$246,148	President	\$11,701	<b>\$11,845</b>	2024
<a href="#">Friends Of Madison Youth Inc</a>	CT	\$246,110	Executive Director	\$64,514	<b>\$63,025</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 167 organizations. Compensation range \$2,018–\$134,956; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$260,692); for reference, expenses \$158,052 and assets \$1,084,295.

ROLE MATCH	Abdimagid Omar, 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	4 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	44 <sup>th</sup>

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 (Abdimagid Omar) 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 167 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,000 is reasonable (approximately the 44<sup>th</sup> 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.