

# Islamic Outreach Foundation

Executive Director / CEO

EIN 330953606

CA · NTEE A23

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Nadina Yasin, Executive Director / CEO** (\$2,189) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Nadina Yasin — reported title “VP FINANCE”, 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).

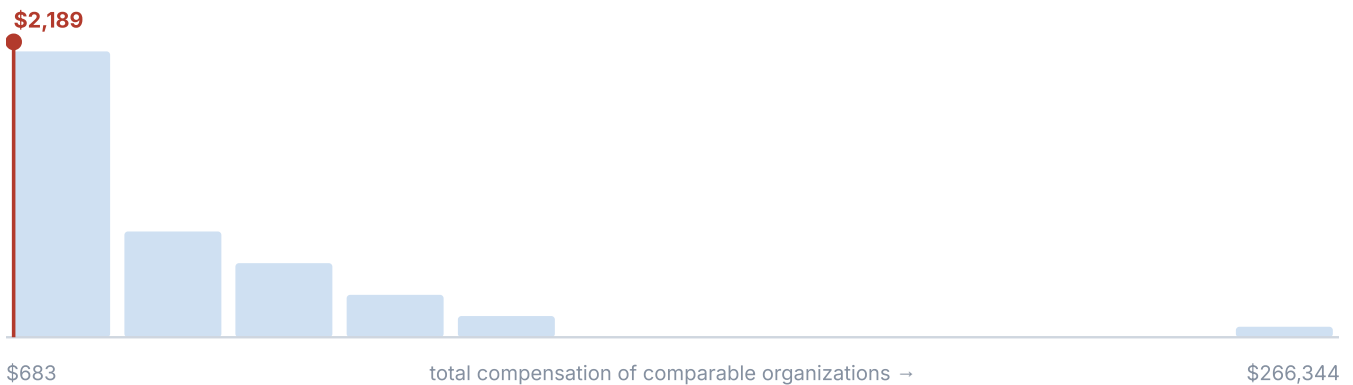
**BUDGET** Total revenue between \$88,517 and \$198,172 — 0.67x to 1.50x the subject's \$132,115 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**51** organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$683

total compensation of comparable organizations →

\$266,344

\$3,475

\$6,222

\$19,510

\$51,375

\$72,578

\$2,189



## ■ 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 CA 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="#">Slovenian Union Of America Inc</a>	IL	\$131,740	National Vp Of Outreach	\$600	<b>\$683</b>	2024
<a href="#">Oregon Marshallese Community Association</a>	OR	\$132,849	President	\$3,639	<b>\$3,914</b>	2024
<a href="#">Afrikan Poetry Theatre Inc</a>	NY	\$131,100	Executive Director	\$25,000	<b>\$25,488</b>	2025
<a href="#">Asi-kp Inc</a>	VA	\$129,620	Exec Director	\$9,000	<b>\$10,064</b>	2024
<a href="#">7 Rivers Alliance Inc</a>	WI	\$128,687	Executive Di	\$77,942	<b>\$94,267</b>	2024
<a href="#">Chinese Cultural Productions</a>	CA	\$135,600	Executive Director	\$24,000	<b>\$24,000</b>	2024
<a href="#">All Cultures Equal Inc</a>	IA	\$123,407	Executive Dir.	\$14,300	<b>\$18,668</b>	2023
<a href="#">Swiss Center Of North America Inc</a>	WI	\$122,276	President/ceo (As Of April 2024)	\$51,154	<b>\$61,868</b>	2024
<a href="#">City Of Bridges Foundation</a>	PA	\$143,919	Director	\$61,235	<b>\$70,719</b>	2024
<a href="#">Polish Center Of Discovery And Learning</a>	MA	\$144,437	Director	\$6,000	<b>\$6,244</b>	2024
<a href="#">Savannah Pride Center</a>	GA	\$146,396	Director	\$80,000	<b>\$93,154</b>	2024
<a href="#">Persian Cultural Center Inc</a>	VA	\$117,428	President	\$42,480	<b>\$48,903</b>	2023
<a href="#">Mexican Institute Of Greater Houston Inc</a>	TX	\$117,406	President	\$4,375	<b>\$5,218</b>	2023
<a href="#">Surfrider Spirit Sessions</a>	HI	\$116,087	Executive Director	\$60,039	<b>\$64,089</b>	2023
<a href="#">Polska Szkoła Im Marii Konopckiej Nfp</a>	IL	\$149,506	President	\$5,300	<b>\$6,034</b>	2024
<a href="#">Asian American Unity Coalition Inc</a>	MN	\$114,560	Officer	\$1,890	<b>\$2,163</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Henryk Sienkiewicz Educational Society Inc</a>	NY	\$113,770	Secretary	\$2,970	<b>\$3,108</b>	2024
<a href="#">Hispanics Avanzando Hispanics -- Db a Hispanic Chamber Cincinnati Foundation</a>	OH	\$150,551	Board Of Directors	\$7,200	<b>\$9,093</b>	2023
<a href="#">Organizacion De Tlaxcaltecas Usa Inc</a>	CA	\$150,947	President	\$40,000	<b>\$40,000</b>	2024
<a href="#">Elnu Abenaki Inc</a>	VT	\$152,261	Secretary/treas	\$62,914	<b>\$73,335</b>	2024
<a href="#">Washington School Of Chinese Language &amp; Culture</a>	MD	\$152,991	Principal	\$1,600	<b>\$1,732</b>	2024
<a href="#">Emerald Hills Institute</a>	UT	\$109,609	Director	\$3,000	<b>\$3,556</b>	2024
<a href="#">Souls Grown Deep Community</a>	GA	\$154,807	President	\$222,172	<b>\$266,344</b>	2023
<a href="#">Zeitgeist Northwest</a>	OR	\$155,341	School Director	\$5,600	<b>\$6,200</b>	2023
<a href="#">Tubatulabals Of Kern Valley</a>	CA	\$155,709	Chairman	\$4,840	<b>\$4,840</b>	2024

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

## Sample, role match & sensitivity

**PEER COUNT** 51 organizations. Compensation range \$683–\$266,344; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$132,115); for reference, expenses \$131,881 and assets \$5,347.

**ROLE MATCH** Nadina Yasin, reported title "*VP FINANCE*", 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	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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	6 <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 (Nadina Yasin) 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 51 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,189 is reasonable (approximately the 6<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.