

Islamic Society Of Utah

Executive Director / CEO

EIN 331154471

UT · NTEE X40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amir Salihovic, Executive Director / CEO** (\$53,000) against **every comparable organization** that fit the selection criteria — **257** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

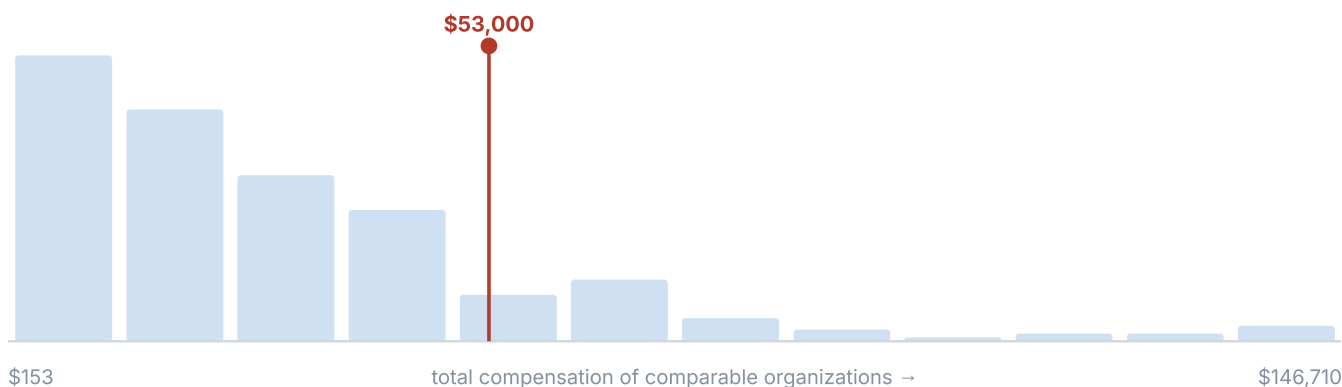
Benchmarked executive: Amir Salihovic — reported title “IMAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X40).
BUDGET	Total revenue between \$45,434 and \$101,718 — 0.67x to 1.50x the subject's \$67,812 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

257 organizations qualified on sector, size, and geography → **257** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,990	\$11,130	\$23,735	\$42,867	\$67,499	\$53,000
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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 UT 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
World Revival Ministries Inc	FL	\$67,957	President	\$75,760	\$69,538	2024
Acts Ongoing	TX	\$68,102	President	\$32,940	\$32,194	2024
Christian Ministry Center	MN	\$68,110	President	\$9,000	\$8,946	2023
General Intercessors	OH	\$68,336	Director	\$5,500	\$5,692	2024
Chi Jen Foundation	TX	\$67,107	President	\$6,000	\$5,864	2024
By The Spirit Ministries Christian Church Inc	MD	\$67,062	Bishop	\$14,400	\$13,542	2023
Jeff Lucas International Ministries Inc	CO	\$68,588	President/dir	\$87,000	\$81,509	2024
Harry Seigle Foundation	IL	\$67,013	Secretary	\$143,538	\$137,878	2024
Islamic Community Of Akron	OH	\$66,916	Native Language Teacher	\$12,000	\$12,418	2024
Korean Evangelical Methodist Church Of Minnesota	MN	\$68,815	Rev.	\$20,000	\$19,880	2023
In His Steps Christian Recovery Home	CA	\$66,636	Acting Director	\$54,720	\$46,167	2024
Crane Family Foundation	OH	\$66,195	Secretary	\$105,945	\$112,876	2023
Reflections Of Grace Performing Arts School Inc	WI	\$69,485	Executive Director And President	\$28,520	\$29,961	2023
Conexion City Inc	FL	\$69,496	Blanco	\$21,300	\$19,551	2024
Cross Culture Ministries Inc	CO	\$69,562	Chairman/pre	\$10,468	\$9,807	2024
The Voice Of Triumph Inc	TN	\$66,000	Secretary	\$6,200	\$6,556	2023
Lilias Trotter Legacy Inc	FL	\$65,804	Treasurer	\$18,720	\$18,415	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Research Inc	NC	\$65,623	V/p	\$3,237	\$3,184	2025
The Masters Theatre Inc	ND	\$65,549	President	\$31,000	\$34,221	2023
Rec Ministries	GA	\$65,512	President	\$72,000	\$72,824	2023
The Sentinels Les Sentineltes	MA	\$70,235	President	\$30,215	\$25,845	2025
Redeemer Presbyterian Church Of Lakeland	FL	\$70,308	Chairman	\$50,645	\$46,486	2024
Consequential Christianity	SC	\$65,182	Director	\$114,260	\$116,467	2024
Love Unlimited Community Church	CA	\$64,997	Founders Pastor Ceo	\$13,800	\$11,643	2024
Search For Me Ministries Inc	PA	\$64,971	President And Director	\$47,930	\$46,701	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 257 organizations. Compensation range \$153–\$146,710; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$67,812); for reference, expenses \$177,131 and assets \$50,852. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Amir Salihovic, reported title *"IMAN"*, 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 21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	83 rd
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	78 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 (Amir Salihovic) 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 257 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,000 is reasonable (approximately the 83rd 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.