

Somali American Social Service

Executive Director / CEO

EIN 461751962

MN · NTEE Q33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Omar Nur, Executive Director / CEO** (\$45,750) against **every comparable organization** that fit the selection criteria — **183** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

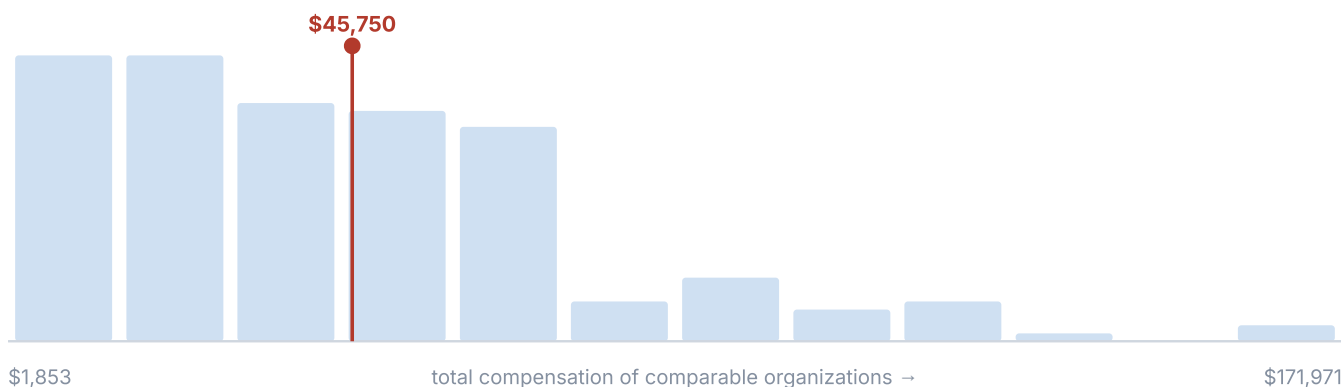
Benchmarked executive: Omar Nur — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

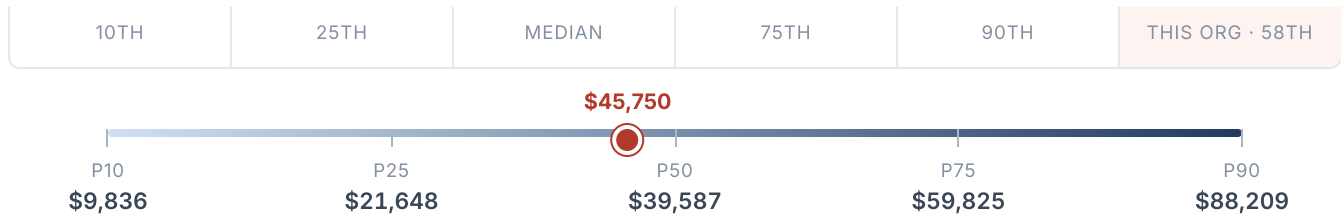
SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$168,458 and \$377,146 — 0.67x to 1.50x the subject's \$251,431 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

183 organizations qualified on sector, size, and geography → **183** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,836	\$21,648	\$39,587	\$59,825	\$88,209	\$45,750
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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
Global Roots	OR	\$252,153	Presidentchair	\$75,000	\$70,487	2024
International Faith Initiativesinc	IN	\$252,430	President	\$39,500	\$43,402	2023
Health Outreach Foundation	MO	\$252,972	Executive Director	\$92,937	\$102,561	2023
Unatti Foundation	CA	\$247,939	President	\$38,000	\$33,208	2024
Nicaragua Advances In Christian	TX	\$255,440	Board Member	\$40,800	\$41,304	2024
Creole Inc Haiti	FL	\$257,320	Executive Director	\$50,600	\$48,107	2024
A Touch Of Love Foundation	CA	\$244,733	President	\$74,868	\$65,426	2024
Benedictine Sister Of St Agnes Of	MN	\$244,669	Treasurer, Dir.	\$6,000	\$6,430	2022
Advanced Center For Eyecare Global	CA	\$258,535	Executive Dir.	\$75,000	\$67,477	2023
Life Essentials Foundation	TX	\$244,239	President	\$68,602	\$69,449	2024
South Asia Access	IL	\$259,010	Ce0	\$24,000	\$24,584	2023
Cuirim Outreach Inc	VA	\$243,560	Director	\$66,669	\$67,070	2023
Nations Training Institute Inc	TX	\$259,405	President	\$52,523	\$53,171	2024
Powering Potential Inc	NY	\$243,386	President	\$43,956	\$40,198	2024
Here For Kids International	CA	\$242,854	Exec Director	\$98,291	\$88,432	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cooperative Aid Inc	TN	\$260,027	Executive Dir.	\$50,000	\$54,760	2023
Far Reaching Ministries Aviation Inc	CA	\$260,470	Ceo	\$108,806	\$95,084	2024
Seek The Lamb Inc	HI	\$241,529	President	\$46,520	\$42,151	2024
Santiago Panama Mission Adventures	TX	\$262,033	President	\$18,300	\$18,526	2024
South Florida Haiti Project Inc	FL	\$240,768	Executive Di	\$22,917	\$22,431	2023
The Senegal Health Institute	CA	\$240,744	Exec Director	\$58,240	\$50,895	2024
Mercy Smiles International Outreach	TX	\$262,415	Board Member, Vice President, Former President	\$1,830	\$1,853	2024
Reach India Inc	IN	\$240,370	Executive Director	\$34,365	\$37,759	2023
The Charis Project	CA	\$263,271	Ceo	\$24,000	\$20,973	2024
Troup Family Ministries Inc	TX	\$263,285	President	\$15,000	\$15,185	2024

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.

Sample, role match & sensitivity

PEER COUNT **183** organizations. Compensation range \$1,853–\$171,971; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$251,431); for reference, expenses \$211,946 and assets \$54,313.

ROLE MATCH Omar Nur, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 7 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	58 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	58 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 (Omar Nur) 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 183 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,750 is reasonable (approximately the 58th 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.