

International Muslim Outreach Inc

Executive Director / CEO

EIN 461966771

FL · NTEE A23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Walter, Executive Director / CEO** (\$110,000) against **every comparable organization** that fit the selection criteria — **171** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

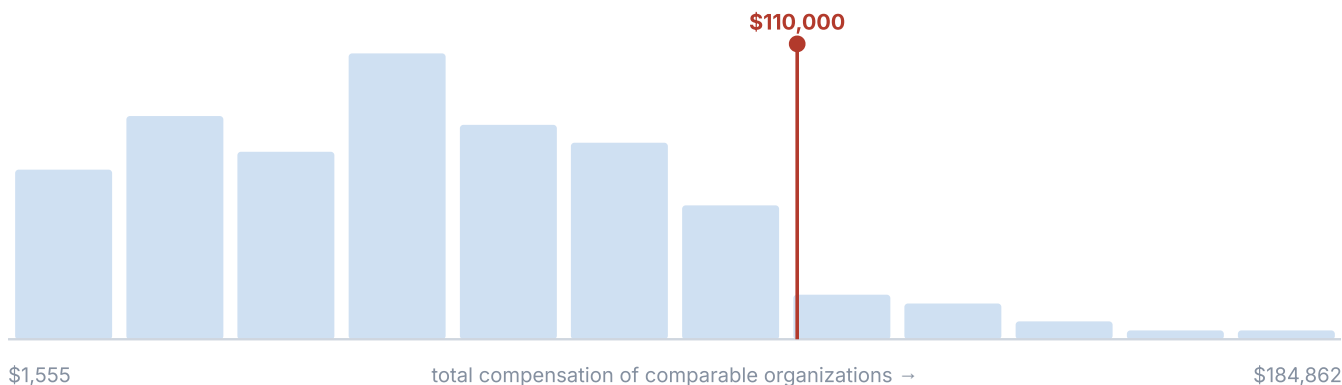
Benchmarked executive: Matthew Walter — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$270,346 and \$605,253 — 0.67x to 1.50x the subject's \$403,502 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

171 organizations qualified on sector, size, and geography → **171** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$16,400	\$30,767	\$57,714	\$82,282	\$101,332	\$110,000
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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 FL 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
Cultural Coalition Inc	AZ	\$403,582	Executive Dir.	\$62,292	\$63,771	2024
Pacific Community Of Alaska	AK	\$402,914	Executive Director	\$100,300	\$105,091	2023
Salem Multi Institute	OR	\$402,048	Executive Director	\$50,000	\$50,887	2023
Academy Of Himalayan Art And Childr	HI	\$406,001	President	\$25,000	\$24,529	2023
Freetown Village Inc	IN	\$406,571	Executive Director	\$62,400	\$70,048	2024
Sofia Quintero Art & Cultural	OH	\$407,509	Executive Director	\$73,390	\$85,188	2023
Bundled Arrows Inc	NY	\$398,839	Director	\$7,416	\$7,133	2024
We Are The Culture Creators Nonprofit	MI	\$396,365	Executive Director	\$30,000	\$33,935	2023
Michigan Black Expo Inc	MI	\$410,971	President	\$49,918	\$56,466	2023
Aspiring Leaders Enrichment Center Inc	NY	\$411,858	President	\$17,050	\$16,400	2024
Latino Music Education Network	CA	\$395,124	Member Board Of Directors	\$20,000	\$18,927	2023
Dance Parade Inc	NY	\$394,841	Brd&exec Dir	\$24,750	\$23,193	2025
Mandala South Asian Performing Arts Inc	IL	\$394,781	Executive Artistic Director	\$55,000	\$57,558	2024
Indigenous Language Institute	NM	\$413,452	Executive Di	\$72,000	\$82,434	2024
Ujima Mens Collective Inc	FL	\$414,105	President And Program Directoor	\$76,500	\$78,760	2023
Fanm Saj Inc	FL	\$392,782	Director	\$58,359	\$58,359	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Caribbeing Inc	NY	\$414,535	Executive Dir.	\$14,125	\$13,587	2024
Indigenous Performance Productions A Nonprofit Corporation	WA	\$415,091	President	\$60,000	\$57,182	2024
New York Society Of Eye Physicians And Surgeons Inc	NY	\$415,660	Executive Director	\$136,639	\$135,315	2023
Navi Journey Corp	NJ	\$389,669	Author	\$125,000	\$122,311	2023
Bihl Haus Arts Inc	TX	\$388,480	Executive Dir.	\$91,088	\$99,856	2023
Hispanic League	NC	\$385,109	Executive Director Through September 2024	\$55,531	\$61,078	2024
Knowyourroots	CA	\$383,619	President	\$27,000	\$24,818	2024
Robert Oneal Multicultural Arts Center	OH	\$383,283	Ceo	\$20,566	\$23,872	2023
Yaffa Cultural Arts Inc	NY	\$379,572	Executive Director	\$28,064	\$27,792	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	171 organizations. Compensation range \$1,555–\$184,862; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$403,502); for reference, expenses \$413,358 and assets \$103,343.
ROLE MATCH	Matthew Walter, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	92 nd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	91 st

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 (Matthew Walter) 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 171 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,000 is reasonable (approximately the 92nd 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.