

# Sisterhood Of Salaam Shalom

Executive Director / CEO

EIN **464185618**

NJ · NTEE P20

FY ending 2023-12-31

**June 9, 2026**

This analysis benchmarks the total compensation of **Tahija Vikalo, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **1070** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 81<sup>st</sup> percentile of comparable organizations**

within the typical range

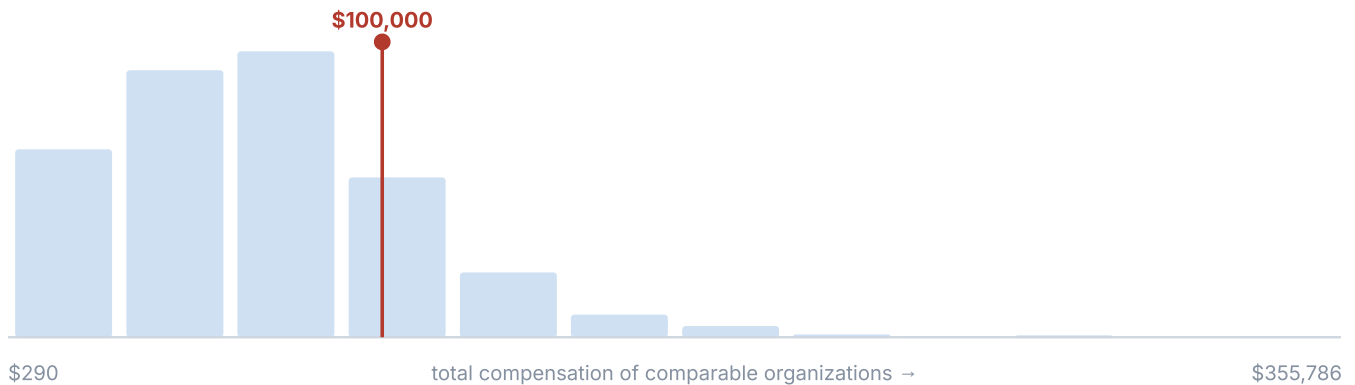
**Benchmarked executive:** Tahija Vikalo — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$274,158 and \$613,788 — 0.67× to 1.50× the subject's \$409,192 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue.

**1,070** organizations qualified on sector, size, and geography → **1,070** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,158	\$38,198	\$62,478	\$90,506	\$119,450	<b>\$100,000</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 81ST
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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 NJ 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="#">Big Island Mediation</a>	HI	\$409,192	Executive Di	\$58,891	<b>\$57,359</b>	2024
<a href="#">Rainbow Cafe Lgbtg Center</a>	IL	\$409,133	Executive Director (Former)	\$60,000	<b>\$64,172</b>	2024
<a href="#">Life Relaunch Inc</a>	FL	\$409,546	President/director	\$76,240	<b>\$80,218</b>	2023
<a href="#">Sciboston Inc</a>	MA	\$409,561	Executive Di	\$89,954	<b>\$85,672</b>	2025
<a href="#">Rooted In Grace &amp; Love Inc</a>	NC	\$409,621	Executive Di	\$64,176	<b>\$72,139</b>	2024
<a href="#">Chicktech</a>	OR	\$409,630	Executive Director	\$79,512	<b>\$80,329</b>	2024
<a href="#">Dream Center Inc</a>	OK	\$409,937	Executive Director	\$32,730	<b>\$39,208</b>	2024
<a href="#">Lamorinda Village Inc</a>	CA	\$408,442	Executive Director	\$87,800	<b>\$82,479</b>	2024
<a href="#">Jambos Inc</a>	GA	\$408,395	Ceopresident	\$84,196	<b>\$92,098</b>	2024
<a href="#">Winstonnet Inc</a>	NC	\$408,371	Executive Director	\$86,107	<b>\$99,650</b>	2023
<a href="#">Assist Indiana Inc</a>	IN	\$410,156	Executive Director	\$41,434	<b>\$47,534</b>	2024
<a href="#">Kids First Family Services</a>	NV	\$410,279	Executive Director	\$48,100	<b>\$54,001</b>	2023
<a href="#">3e Restoration Inc</a>	VA	\$407,920	Executive Director	\$40,000	<b>\$43,257</b>	2023
<a href="#">Back On Track Addiction Ministries</a>	NC	\$407,903	Executive Director	\$53,750	<b>\$60,419</b>	2024
<a href="#">Lift Up Atlanta Inc</a>	GA	\$407,865	Executive Director	\$30,200	<b>\$33,035</b>	2024
<a href="#">Brothers Empowered</a>	MN	\$410,701	Executive Director And Board Chair	\$65,000	<b>\$71,936</b>	2023
<a href="#">The Commons Center For Food Security &amp; Sustainability</a>	NM	\$410,792	Executive Director	\$38,368	<b>\$44,894</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Unbridled Spirit Z</a>	WA	\$411,014	Executive Director	\$72,002	<b>\$70,129</b>	2024
<a href="#">Crossroads Outreach Ministries Inc</a>	MS	\$411,077	Executive Director	\$68,300	<b>\$82,754</b>	2024
<a href="#">The Bay Area Mural Program Inc</a>	CA	\$411,111	Executive Di	\$137,705	<b>\$133,180</b>	2023
<a href="#">Family Run Executive Director Leadership</a>	ME	\$407,160	Executive Director	\$114,933	<b>\$125,202</b>	2024
<a href="#">Community Of Hope</a>	MO	\$411,572	Executive Director	\$149,998	<b>\$177,939</b>	2023
<a href="#">Assuaged Foundation Inc</a>	CA	\$411,679	Vice President	\$3,150	<b>\$2,959</b>	2024
<a href="#">Aging In Pace Washington</a>	WA	\$411,837	President	\$30,263	<b>\$29,476</b>	2024
<a href="#">Aloe Family Inc</a>	TN	\$406,440	Executive Dir.	\$14,832	<b>\$16,960</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ cost of living and 2023 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 NJ 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	<b>1070</b> organizations. Compensation range \$290–\$355,786; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$409,192); for reference, expenses \$338,662 and assets \$548,856.
ROLE MATCH	Tahija Vikalo, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 25 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	77 <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 (Tahija Vikalo) 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 1070 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 81<sup>st</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.