

Texas Arabic Academy Inc

Executive Director / CEO

EIN 821039704

TX · NTEE B60

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Muthana Alkhalidi, Executive Director / CEO** (\$22,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 31st percentile of comparable organizations

within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B60).

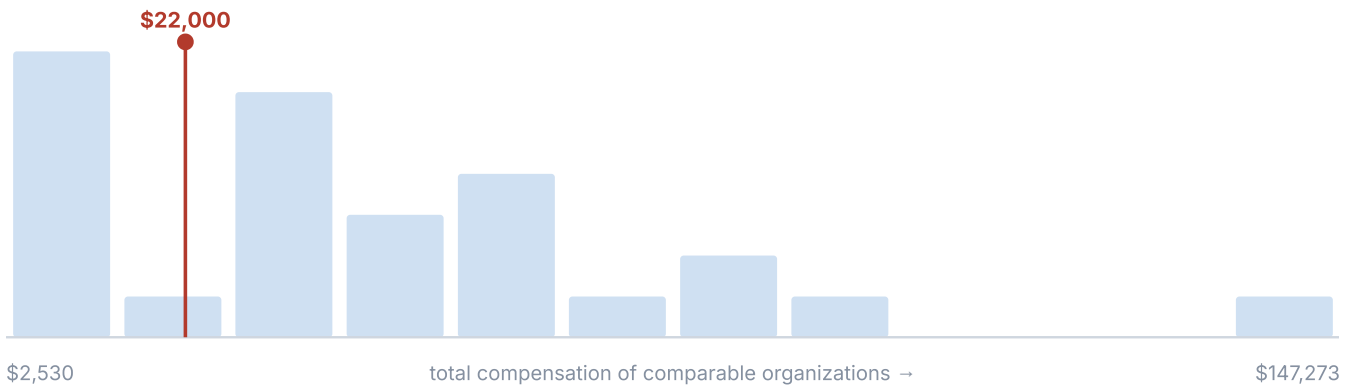
BUDGET Total revenue between \$68,423 and \$153,187 — 0.67x to 1.50x the subject's \$102,125 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,841	\$12,315	\$36,282	\$59,531	\$83,297	\$22,000
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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 TX 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
Northwest Tennessee	TN	\$101,975	President/ce	\$56,923	\$59,815	2024
Evolve Mentoring	NC	\$100,977	Executive Director	\$41,333	\$45,757	2022
Mammacare Foundation Inc	FL	\$94,855	President	\$19,322	\$17,678	2025
War Legacies Project Inc	VT	\$94,564	Executive Director/board Secretary	\$49,448	\$49,755	2024
Beauty Certified Education Association	MN	\$92,935	Board Member/executive Director	\$51,406	\$50,779	2024
Maury Seldin Advanced Studies	FL	\$90,703	Chairman/pre	\$10,800	\$10,143	2024
Academy For Lifelong Learning	NY	\$114,020	Executive Di	\$81,673	\$71,877	2025
Washington Baptist Seminary	DC	\$114,397	President	\$12,000	\$10,527	2024
Literacy Volunteers Of America Bitterroot Inc	MT	\$114,411	Executive Director	\$75,481	\$83,742	2023
Nevada Christian Institute	NV	\$115,276	Secretary	\$10,500	\$10,522	2024
New Vision For Children And Families Services Inc	NY	\$84,688	President	\$30,500	\$28,366	2023
Rocky Mountain Sustainable Living Assoc	CO	\$122,850	Director	\$61,215	\$58,679	2024
Healthy Congregations Inc	OH	\$80,104	Ceo/executive Director	\$31,251	\$34,067	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Literacy Volunteers At Centenary	LA	\$77,776	Executive Director	\$32,800	\$36,106	2024
Foundation For Coffee Knowledge	IL	\$76,013	Ceo	\$2,500	\$2,530	2023
National African-american Women's Leadership Institute	TX	\$131,195	Executive Director	\$36,458	\$36,458	2024
Vermont Federation Of Sportsmen's	VT	\$132,930	President	\$30,000	\$30,186	2024
Principle Based Leadership	CA	\$69,732	President & Ceo	\$9,016	\$8,013	2023
Beat The Streets Detroit Inc	MI	\$69,549	Board Member	\$39,500	\$40,758	2024
Center For Arts Design And Social	MA	\$135,560	Executive Director	\$89,581	\$82,851	2023
Khatib Bridge And Education Of Palm City Inc	FL	\$145,880	Manager	\$10,000	\$9,668	2023
Sewanee Church Music Conference	AL	\$146,071	Conference Director	\$3,000	\$3,336	2023
Effective Management Association Corp	IL	\$146,424	Past Board Member	\$59,255	\$59,956	2023
Christian Heritage Home	WA	\$149,107	Director	\$30,000	\$26,851	2024
Financial Wellness Institute Inc	NJ	\$149,920	Ceo	\$165,000	\$147,273	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	26 organizations. Compensation range \$2,530–\$147,273; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$102,125); for reference, expenses \$95,784 and assets \$31,559.
ROLE MATCH	Muthana Alkhaldi, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	31 st
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	31 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 (Muthana Alkhaldi) 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 10, 2026, comparing compensation against 26 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,000 is reasonable (approximately the 31st 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 10, 2026.