

Al-nahda Centernfp

Executive Director / CEO

EIN 824895993

IL · NTEE A23

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Najah Habbiyyieh, Executive Director / CEO** (\$16,644) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

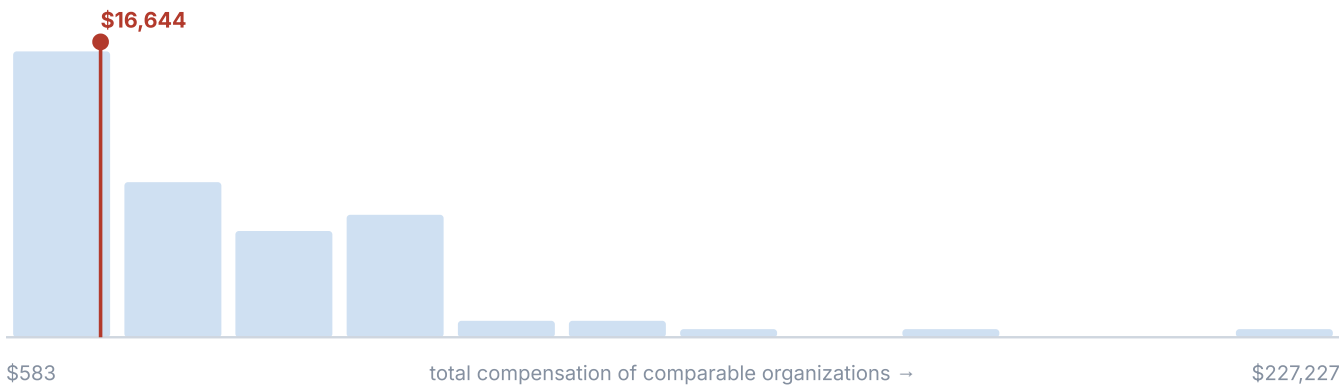
Benchmarked executive: Najah Habbiyyieh — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

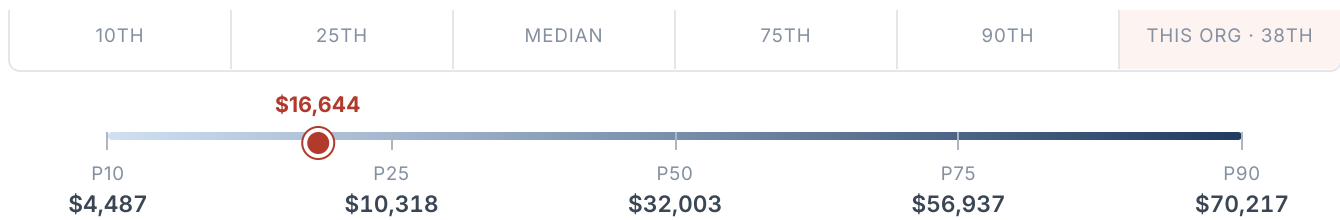
SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$116,700 and \$261,270 — 0.67x to 1.50x the subject's \$174,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

89 organizations qualified on sector, size, and geography → **89** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,487	\$10,318	\$32,003	\$56,937	\$70,217	\$16,644
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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 IL 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
Hawaiian Outrigger Canoe Voyaging	HI	\$174,552	Executive Di	\$70,000	\$61,919	2024
Minnesota International Chines	MN	\$179,407	Principal	\$11,720	\$11,146	2025
Young Indian Culture Group Inc	NY	\$181,746	President	\$21,750	\$19,418	2024
Irish Outreach San Diego Inc	CA	\$182,111	Executive Director	\$60,000	\$51,188	2024
Century Chinese Language School Of	MA	\$183,265	Principal	\$5,198	\$4,496	2025
United Abolitionists	FL	\$183,687	President	\$37,491	\$34,797	2024
Ceny Centro Educativo Inc	NY	\$184,251	Secretary	\$12,000	\$10,714	2024
Razorcake Gorsky Press Inc	CA	\$184,734	Exec Directo	\$12,028	\$10,565	2023
Brethren & Mennonite Heritage	VA	\$162,847	Executive Di	\$65,992	\$64,812	2023
Torrance Chinese School	CA	\$186,971	President	\$15,404	\$12,803	2025
Six Nations Iroquois Cultural	NY	\$187,701	Treasurer	\$13,800	\$12,684	2023
City Of Erie Cable Tv Access Corp	PA	\$188,446	Executive Dir.	\$36,108	\$35,576	2024
Every Black Life Matters Inc	TX	\$190,457	Director	\$57,200	\$56,531	2024
Tubatulabals Of Kern Valley	CA	\$155,709	Chairman	\$4,840	\$4,129	2024
Zeitgeist Northwest	OR	\$155,341	School Director	\$5,600	\$5,290	2023
Souls Grown Deep Community	GA	\$154,807	President	\$222,172	\$227,227	2023
Washington School Of Chinese Language & Culture	MD	\$152,991	Principal	\$1,600	\$1,478	2024
Elnu Abenaki Inc	VT	\$152,261	Secretary/treas	\$62,914	\$62,564	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Irish Fest Of The Fox Cities Inc	WI	\$196,596	Director	\$10,000	\$10,318	2024
Organizacion De Tlaxcaltecas Usa Inc	CA	\$150,947	President	\$40,000	\$34,125	2024
Hispanics Avanzando Hispanics - - Db a Hispanic Chamber Cincinnati Foundation	OH	\$150,551	Board Of Directors	\$7,200	\$7,757	2023
Polska Szkola Im Marii Konopckiej Nfp	IL	\$149,506	President	\$5,300	\$5,148	2024
Alliance Francaise & Language Ctr	RI	\$199,404	Former Direc	\$11,600	\$10,706	2025
Savannah Pride Center	GA	\$146,396	Director	\$80,000	\$79,473	2024
Southwest Seminars Inc	NM	\$202,430	President	\$31,409	\$34,362	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 89 organizations. Compensation range \$583–\$227,227; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$174,180); for reference, expenses \$162,519 and assets \$0.

ROLE MATCH Najah Habbiiyyieh, reported title "*DIRECTOR*", 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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	38 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 (Najah Habbiyyieh) 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 89 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,644 is reasonable (approximately the 38th 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.