

# Masjid Al-shuhada

Executive Director / CEO

EIN 830709281  
 CO · NTEE X40  
 FY ending 2023-12-31  
**June 13, 2026**

This analysis benchmarks the total compensation of **Muhammad Kolila, Executive Director / CEO** (\$20,025) 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 **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

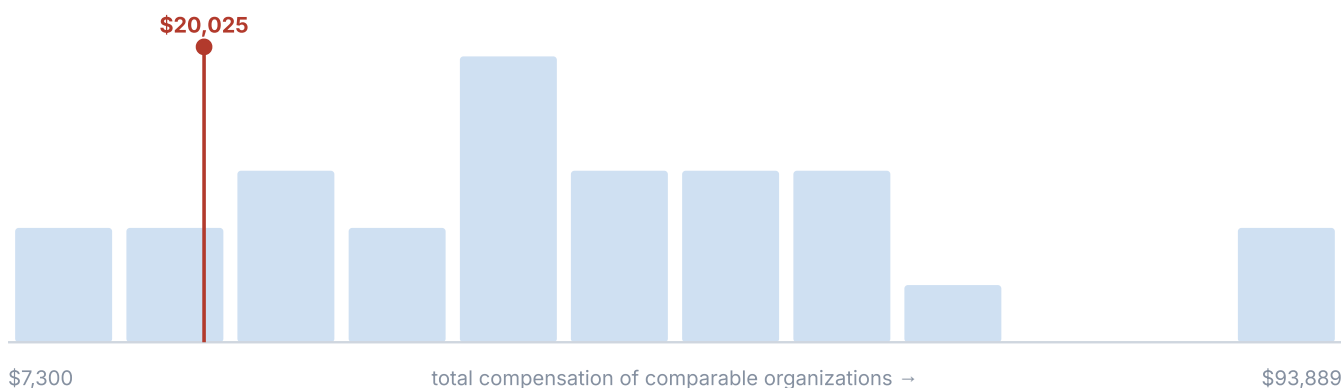
**Benchmarked executive:** Muhammad Kolila — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X40).
BUDGET	Total revenue between \$195,550 and \$437,800 — 0.67x to 1.50x the subject's \$291,867 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X40), 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



\$20,470	\$28,222	\$40,117	\$57,549	\$64,532	\$20,025
----------	----------	----------	----------	----------	----------



## ■ 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 CO 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="#">Imam Abu Hanifa Islamic Center</a>	AZ	\$291,353	President	\$31,200	<b>\$30,395</b>	2024
<a href="#">Ummul Qura Islamic Foundation</a>	TX	\$295,853	Principal/director	\$60,000	<b>\$60,797</b>	2024
<a href="#">Al-huda Islamic Center Of Nashville</a>	TN	\$306,717	Director	\$54,000	<b>\$57,498</b>	2024
<a href="#">Sapience Education</a>	TX	\$310,485	Director	\$90,000	<b>\$93,889</b>	2023
<a href="#">Sanad Trust Foundation-new</a>	FL	\$273,199	President & Ceo	\$47,350	<b>\$45,059</b>	2024
<a href="#">Muna Center Of South Florida Inc</a>	FL	\$260,357	President	\$33,000	<b>\$32,330</b>	2023
<a href="#">Knowman Learning Academy</a>	OH	\$328,983	President	\$12,276	<b>\$13,560</b>	2023
<a href="#">Tanwir</a>	VA	\$249,417	President	\$24,000	<b>\$23,473</b>	2024
<a href="#">Markaz Tawheed Wa Sunnah</a>	NC	\$341,396	Vice Chairman	\$56,400	<b>\$59,032</b>	2024
<a href="#">lhya Foundation</a>	TX	\$347,795	Director	\$35,000	<b>\$36,512</b>	2023
<a href="#">American Islamic Outreach</a>	NC	\$348,352	Ceo	\$55,000	<b>\$57,566</b>	2024
<a href="#">Center Dc</a>	DC	\$353,954	Executive Director	\$45,449	<b>\$40,400</b>	2024
<a href="#">Marvelous Quran</a>	CA	\$228,642	Cfo	\$60,000	<b>\$54,032</b>	2023
<a href="#">Ihsan Initiatives Nfp</a>	IL	\$221,609	President	\$40,000	<b>\$39,834</b>	2024
<a href="#">Suhbah Foundation</a>	TX	\$221,038	Director	\$35,000	<b>\$36,512</b>	2023
<a href="#">Mufid Academic Seminary</a>	VA	\$364,008	President	\$69,798	<b>\$68,267</b>	2024
<a href="#">Center For Dawah And Research Center Inc</a>	MI	\$216,411	Imam	\$26,300	<b>\$27,497</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dar Omar Al-farooq</a>	MN	\$213,295	Executive Director	\$20,400	<b>\$21,022</b>	2023
<a href="#">Measured Tones Institute Of Quran</a>	TN	\$206,890	Executive Director	\$41,266	<b>\$43,939</b>	2024
<a href="#">Lehigh Dialogue Center</a>	PA	\$381,113	Executive Director	\$59,234	<b>\$59,836</b>	2024
<a href="#">Ilmoasis Nfp</a>	IL	\$382,308	President	\$20,000	<b>\$19,917</b>	2024
<a href="#">South Florida Muslim Federation Inc</a>	FL	\$200,527	Program Coordinator	\$38,308	<b>\$37,531</b>	2023
<a href="#">Darul Wahi</a>	MI	\$392,636	Treasurer	\$45,000	<b>\$47,050</b>	2024
<a href="#">Insight Foundation Inc</a>	NJ	\$394,383	Executive Dir.	\$100,678	<b>\$91,055</b>	2024
<a href="#">Burmes Islamic Association Of Colorado</a>	CO	\$402,889	Ullah	\$7,300	<b>\$7,300</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	26 organizations. Compensation range \$7,300–\$93,889; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$291,867); for reference, expenses \$216,211 and assets \$132,631.
ROLE MATCH	Muhammad Kolila, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	12 <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 (Muhammad Kolila) 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 13, 2026, comparing compensation against 26 similarly situated organizations (Same NTEE sector (X40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,025 is reasonable (approximately the 12<sup>th</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 13, 2026.