

Darul Wahi

Executive Director / CEO

EIN 832888759

MI · NTEE X40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Aissetou Sarambounou, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

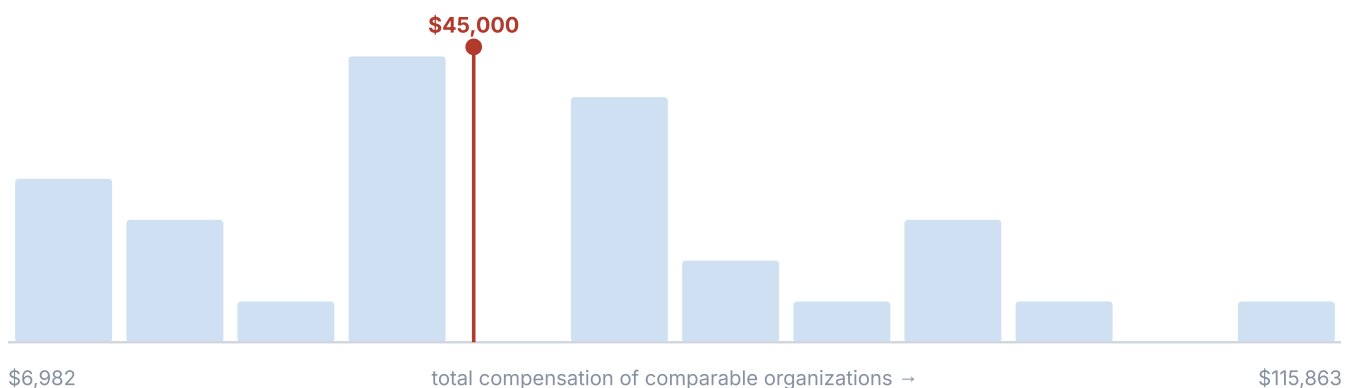
Benchmarked executive: Aissetou Sarambounou — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

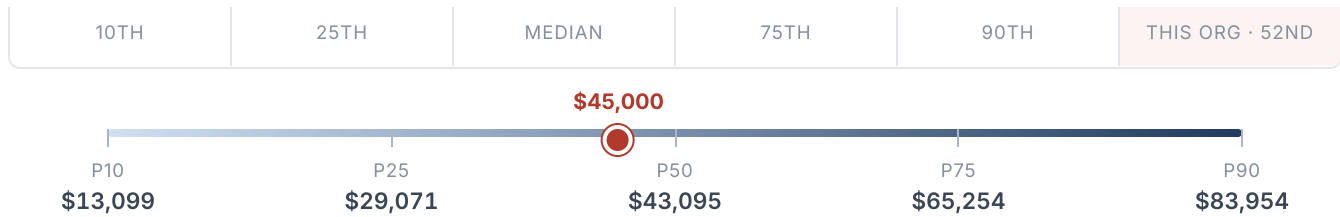
SECTOR	Organizations sharing the subject's NTEE classification (X40).
BUDGET	Total revenue between \$263,066 and \$588,954 — 0.67x to 1.50x the subject's \$392,636 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X40), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,099	\$29,071	\$43,095	\$65,254	\$83,954	\$45,000
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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 MI 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
Insight Foundation Inc	NJ	\$394,383	Executive Dir.	\$100,678	\$87,088	2024
Burmes Islamic Association Of Colorado	CO	\$402,889	Ullah	\$7,300	\$6,982	2023
Ilmoasis Nfp	IL	\$382,308	President	\$20,000	\$19,050	2024
Lehigh Dialogue Center	PA	\$381,113	Executive Director	\$59,234	\$57,229	2024
Mufid Academic Seminary	VA	\$364,008	President	\$69,798	\$65,293	2024
Noori Qudsi Academy Of Islam	CA	\$423,219	Imam - Leader	\$28,000	\$24,116	2023
Center Dc	DC	\$353,954	Executive Director	\$45,449	\$38,640	2024
American Islamic Outreach	NC	\$348,352	Ceo	\$55,000	\$55,058	2024
Ihya Foundation	TX	\$347,795	Director	\$35,000	\$34,922	2023
Markaz Tawheed Wa Sunnah	NC	\$341,396	Vice Chairman	\$56,400	\$56,460	2024
American Muslim Advisory Counc	TN	\$449,969	Exe Director	\$80,100	\$81,572	2024
Knowman Learning Academy	OH	\$328,983	President	\$12,276	\$12,969	2023
Ahlulbait Foundation	GA	\$472,076	Director	\$55,135	\$55,296	2023
Sapience Education	TX	\$310,485	Director	\$90,000	\$89,798	2023
Al-huda Islamic Center Of Nashville	TN	\$306,717	Director	\$54,000	\$54,992	2024
Northwest Islamic Center Inc	MO	\$485,744	Imam	\$37,317	\$38,293	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ummul Qura Islamic Foundation	TX	\$295,853	Principal/director	\$60,000	\$58,148	2024
Masjid Al-shuhada	CO	\$291,867	Director	\$20,025	\$19,152	2023
Imam Abu Hanifa Islamic Center	AZ	\$291,353	President	\$31,200	\$29,071	2024
Al-kawthar Institute Inc	NY	\$500,762	President	\$15,000	\$13,132	2024
Islamic Education Center Inc	MD	\$503,571	Resident Alim-compensation	\$124,247	\$115,863	2023
Dar Al Qalam Cultural Center	MN	\$504,078	Executive Director	\$36,000	\$35,481	2023
Sanad Trust Foundation-new	FL	\$273,199	President & Ceo	\$47,350	\$43,095	2024
Mihraab Foundation	WA	\$518,339	Executive Director	\$44,736	\$38,804	2024
The Majlis	CA	\$525,148	President	\$78,000	\$65,254	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	29 organizations. Compensation range \$6,982–\$115,863; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$392,636); for reference, expenses \$376,418 and assets \$743,460.
ROLE MATCH	Aissetou Sarambounou, reported title <i>"Treasurer"</i> , 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 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	52 nd
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	48 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 (Aissetou Sarambounou) 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 29 similarly situated organizations (Same NTEE sector (X40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 52nd 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.