

Ummul Qura Islamic Foundation

Executive Director / CEO

EIN 921643032

TX · NTEE X40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mohammad Moaz Hussain, Executive Director / CEO** (\$60,000) 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 **88th** percentile of comparable organizations within the typical range

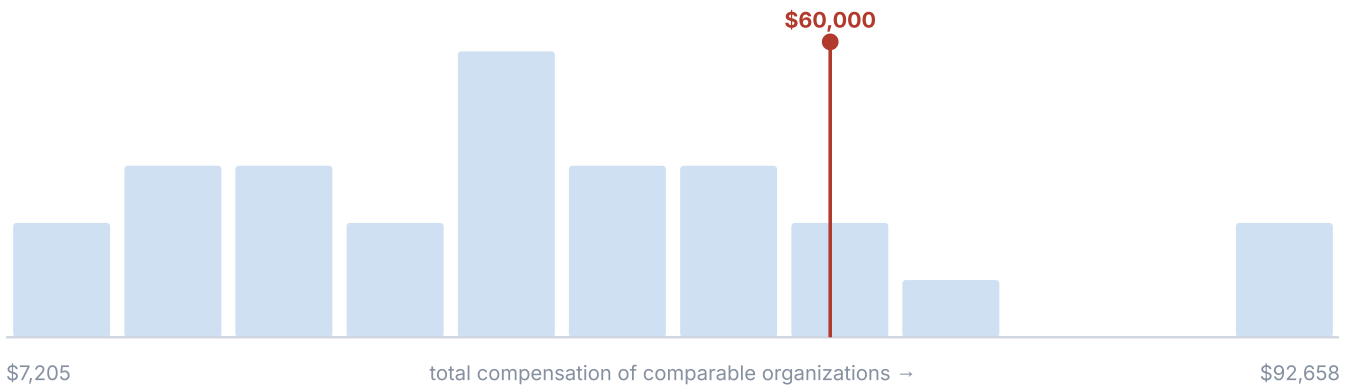
Benchmarked executive: Mohammad Moaz Hussain — reported title “PRINCIPAL/DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X40).
BUDGET	Total revenue between \$198,221 and \$443,779 — 0.67x to 1.50x the subject's \$295,853 (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



\$19,709	\$25,448	\$38,176	\$55,889	\$63,212	\$60,000
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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
Masjid Al-shuhada	CO	\$291,867	Director	\$20,025	\$19,762	2023
Imam Abu Hanifa Islamic Center	AZ	\$291,353	President	\$31,200	\$29,996	2024
Al-huda Islamic Center Of Nashville	TN	\$306,717	Director	\$54,000	\$56,744	2024
Sapience Education	TX	\$310,485	Director	\$90,000	\$92,658	2023
Sanad Trust Foundation-new	FL	\$273,199	President & Ceo	\$47,350	\$44,468	2024
Knowman Learning Academy	OH	\$328,983	President	\$12,276	\$13,382	2023
Muna Center Of South Florida Inc	FL	\$260,357	President	\$33,000	\$31,907	2023
Markaz Tawheed Wa Sunnah	NC	\$341,396	Vice Chairman	\$56,400	\$58,258	2024
Tanwir	VA	\$249,417	President	\$24,000	\$23,166	2024
Ihya Foundation	TX	\$347,795	Director	\$35,000	\$36,034	2023
American Islamic Outreach	NC	\$348,352	Ceo	\$55,000	\$56,812	2024
Center Dc	DC	\$353,954	Executive Director	\$45,449	\$39,870	2024
Marvelous Quran	CA	\$228,642	Cfo	\$60,000	\$53,324	2023
Mufid Academic Seminary	VA	\$364,008	President	\$69,798	\$67,372	2024
Ihsan Initiatives Nfp	IL	\$221,609	President	\$40,000	\$39,312	2024
Suhbah Foundation	TX	\$221,038	Director	\$35,000	\$36,034	2023
Center For Dawah And Research Center Inc	MI	\$216,411	Imam	\$26,300	\$27,138	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dar Omar Al-farooq	MN	\$213,295	Executive Director	\$20,400	\$20,747	2023
Lehigh Dialogue Center	PA	\$381,113	Executive Director	\$59,234	\$59,052	2024
Ilmoasis Nfp	IL	\$382,308	President	\$20,000	\$19,656	2024
Measured Tones Institute Of Quran	TN	\$206,890	Executive Director	\$41,266	\$43,363	2024
South Florida Muslim Federation Inc	FL	\$200,527	Program Coordinator	\$38,308	\$37,039	2023
Darul Wahid	MI	\$392,636	Treasurer	\$45,000	\$46,433	2024
Insight Foundation Inc	NJ	\$394,383	Executive Dir.	\$100,678	\$89,861	2024
Burmes Islamic Association Of Colorado	CO	\$402,889	Ullah	\$7,300	\$7,205	2023

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 \$7,205–\$92,658; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$295,853); for reference, expenses \$313,064 and assets \$-13,253.
ROLE MATCH	Mohammad Moaz Hussain, reported title " <i>PRINCIPAL/DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	88 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	88 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 (Mohammad Moaz Hussain) 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 26 similarly situated organizations (Same NTEE sector (X40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 88th 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.