

# As-suffah Academy

Executive Director / CEO

EIN 933620352

PA · NTEE B20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Toghred Khaled, Executive Director / CEO** (\$14,000) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Toghred Khaled — reported title “Teacher”, 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 (B20).
BUDGET	Total revenue between \$26,487 and \$59,299 — 0.67x to 1.50x the subject's \$39,533 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**145** organizations qualified on sector, size, and geography → **145** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$3,445	\$8,649	\$17,969	\$46,758	\$108,045	\$14,000
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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 PA 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="#">Green Town Properties Inc</a>	NC	\$39,550	President	\$91,458	<b>\$97,561</b>	2023
<a href="#">Coachella Valley Unified School District</a>	CA	\$39,498	President	\$21,198	<b>\$18,897</b>	2023
<a href="#">Vicki Romero Foundation</a>	AZ	\$39,354	President	\$19,350	<b>\$18,661</b>	2024
<a href="#">Capo Beach Christian School</a>	CA	\$39,858	President	\$67,650	<b>\$57,068</b>	2025
<a href="#">Talent Learning Center Inc</a>	NY	\$39,884	President	\$12,000	<b>\$11,194</b>	2023
<a href="#">Our Turn Action Network Inc</a>	NY	\$39,938	Ceo	\$41,926	<b>\$39,112</b>	2023
<a href="#">Nemra Education Foundation</a>	IN	\$39,974	Secretary/president	\$15,346	<b>\$16,228</b>	2024
<a href="#">Alleghany Highlands Regional Library Foundation</a>	VA	\$39,981	Secretary	\$22,953	<b>\$21,650</b>	2025
<a href="#">Ipc Education Foundation</a>	IL	\$39,047	President	\$129,837	<b>\$127,999</b>	2024
<a href="#">Oklahoma Parents For Student</a>	OK	\$39,043	Executive Di	\$112,493	<b>\$124,214</b>	2024
<a href="#">Point Park University Foundation</a>	PA	\$40,063	President (Exited 1/23)	\$442,037	<b>\$455,094</b>	2023
<a href="#">Illinois Education Association</a>	IL	\$40,330	President	\$82,125	<b>\$83,354</b>	2023
<a href="#">Hastings College Foundation</a>	NE	\$38,520	Interim Exec Director (End 1/2023)	\$14,228	<b>\$15,798</b>	2023
<a href="#">Matrona Foundation</a>	NC	\$38,470	Headmistress	\$167,987	<b>\$179,198</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Every Student Counts Inc</a>	CA	\$38,283	Foundation Manager	\$85,005	<b>\$73,606</b>	2024
<a href="#">Nacm Scholarship Foundation Inc</a>	MD	\$38,260	President	\$18,945	<b>\$18,286</b>	2023
<a href="#">World Trade Center Delaware</a>	DE	\$38,245	President	\$46,667	<b>\$47,174</b>	2023
<a href="#">Kipp St Louis Facilities Fund</a>	MO	\$40,853	Chairman	\$51,519	<b>\$56,334</b>	2023
<a href="#">Kathryn Long Scholarship Fund</a>	WI	\$38,095	Co-trustee	\$3,818	<b>\$3,896</b>	2025
<a href="#">Bartlett Education Foundation</a>	TN	\$37,958	Executive Director	\$18,470	<b>\$20,044</b>	2023
<a href="#">Language Connects Foundation</a>	VA	\$37,709	Executive Director	\$47,104	<b>\$45,607</b>	2024
<a href="#">Thayer Academy Charitable Trust</a>	MA	\$41,464	Trustee Thru 6/30/2024	\$42,743	<b>\$38,516</b>	2024
<a href="#">Tom Green County Adult Literacy Council</a>	TX	\$41,497	Executive Director	\$38,110	<b>\$38,228</b>	2024
<a href="#">Friends Of The Muenster Public Library</a>	TX	\$41,553	Librarian	\$18,836	<b>\$18,894</b>	2024
<a href="#">Parents Connected</a>	CA	\$37,316	Executive Director	\$18,000	<b>\$15,586</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	145 organizations. Compensation range \$151–\$455,094; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$39,533); for reference, expenses \$46,945 and assets \$0.
ROLE MATCH	Toghred Khaled, reported title " <i>Teacher</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	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	28 <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 (Toghred Khaled) 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 145 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,000 is reasonable (approximately the 34<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.