

# Montgomery Bar Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Denise S Vicario, Executive Director / CEO** (\$10,368) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

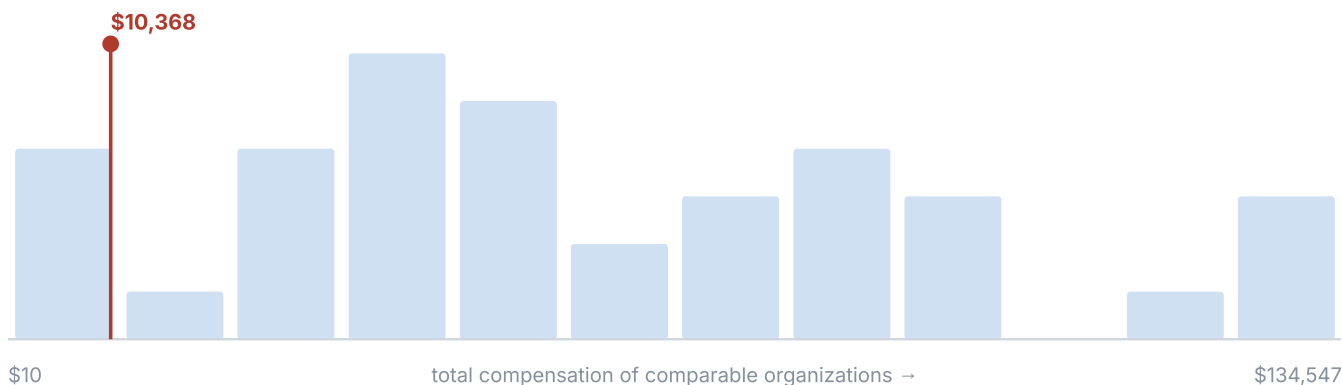
**Benchmarked executive:** Denise S Vicario — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (1800).
BUDGET	Total revenue between \$125,001 and \$279,855 — 0.67x to 1.50x the subject's \$186,570 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (180), nationwide + budget 0.67–1.5x revenue.

**36** organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,206	\$35,866	\$54,192	\$81,186	\$107,534	<b>\$10,368</b>
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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="#">Legal Aid Foundation Of Western</a>	OH	\$188,633	Interim Executive Director	\$26,821	<b>\$29,328</b>	2023
<a href="#">Maricopa County Bar Foundation</a>	AZ	\$190,092	Executive Director	\$3,528	<b>\$3,402</b>	2024
<a href="#">Valley Immigrant Advocates</a>	IL	\$175,952	Executive Director	\$10	<b>\$10</b>	2025
<a href="#">Migration Resource Center</a>	NY	\$174,041	Director	\$13,184	<b>\$12,299</b>	2023
<a href="#">Compass Immigration Legal Services</a>	PA	\$199,376	President	\$5,925	<b>\$5,925</b>	2024
<a href="#">Chosen Family Law Center Inc</a>	NY	\$200,258	Treasurer	\$32,000	<b>\$28,996</b>	2024
<a href="#">Pro Bono Counseling Project Inc</a>	MD	\$172,318	Executive Director	\$137,082	<b>\$132,310</b>	2023
<a href="#">Center For Integrity In Forensic</a>	WI	\$208,031	Executive Director	\$122,813	<b>\$132,417</b>	2023
<a href="#">Open Immigration Legal Services Inc</a>	CA	\$208,729	President	\$59,013	<b>\$51,099</b>	2024
<a href="#">Disability Legal Services Of Indiana</a>	IN	\$209,446	Executive Director	\$79,163	<b>\$83,714</b>	2024
<a href="#">Education Law Association</a>	PA	\$212,035	Executive Di	\$77,610	<b>\$79,902</b>	2023
<a href="#">Redirections Of Rockingham County</a>	NC	\$216,870	Executive Director	\$37,000	<b>\$39,469</b>	2023
<a href="#">4 The Children</a>	CO	\$219,757	Executive Director	\$57,589	<b>\$57,010</b>	2023
<a href="#">Legal Services Clinic Of The Puerto Rican Community Inc</a>	FL	\$220,815	President	\$39,000	<b>\$37,824</b>	2023
<a href="#">Florida Justice Center Inc</a>	FL	\$221,688	Executive Director	\$50,401	<b>\$47,479</b>	2024
<a href="#">Canadian County Casa Inc</a>	OK	\$221,936	Exec Director	\$67,667	<b>\$72,792</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Apoyo Legal Migrante Asociado</a>	CA	\$223,565	President	\$41,798	<b>\$37,262</b>	2023
<a href="#">Unitarian Universalist Refugee And</a>	CA	\$148,644	President & Ceo	\$45,000	<b>\$38,965</b>	2024
<a href="#">Fairfax Law Foundation</a>	VA	\$144,619	Executive Director	\$8,139	<b>\$8,113</b>	2023
<a href="#">Crossroads For Florida Kids Inc</a>	FL	\$228,940	Executive Director	\$105,000	<b>\$98,913</b>	2024
<a href="#">Casa Of Berks County</a>	PA	\$238,542	Executive Di	\$53,297	<b>\$53,297</b>	2024
<a href="#">Inland Empire Latino Lawyers</a>	CA	\$239,060	Executive Director	\$84,635	<b>\$73,285</b>	2024
<a href="#">Cottage Street Youth Law</a>	OR	\$241,380	Executive Director	\$102,200	<b>\$95,172</b>	2024
<a href="#">The Rise Foundation By Envoy Inc</a>	IL	\$250,000	President And Executive Directo	\$132,563	<b>\$134,547</b>	2023
<a href="#">Opening Doors International Services Inc</a>	TX	\$251,057	Executive Dir.	\$55,000	<b>\$55,170</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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	36 organizations. Compensation range \$10–\$134,547; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$186,570); for reference, expenses \$184,856 and assets \$1,468,715.
ROLE MATCH	Denise S Vicario, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Denise S Vicario) 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 36 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,368 is reasonable (approximately the 11<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 9, 2026.