

Kansas City Metropolitan Bar Foundation

Executive Director / CEO

EIN 431179222

MO · NTEE I038

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Victoria Mauck, Executive Director / CEO** (\$32,059) against **every comparable organization** that fit the selection criteria — **525** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

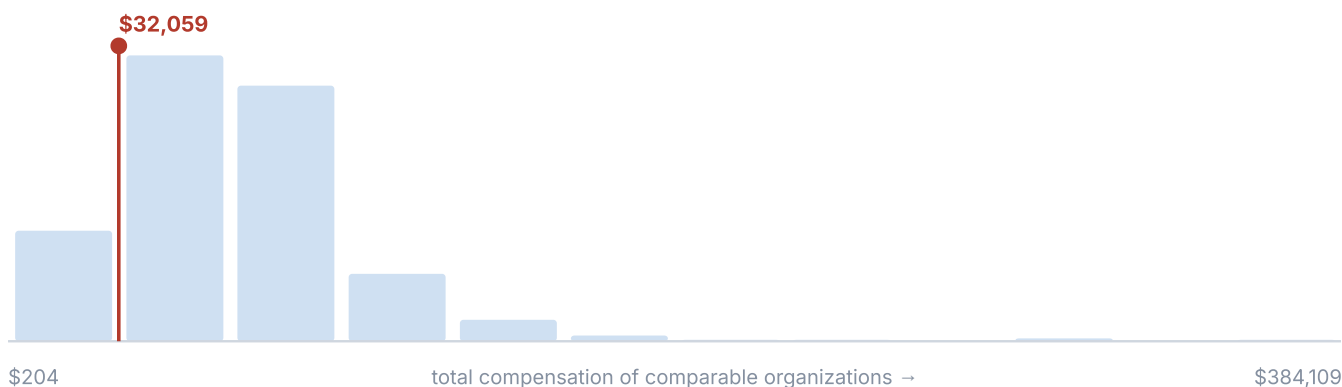
Benchmarked executive: Victoria Mauck — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---------------------------------------------------------------------------------------------------------------------------|
| SECTOR | Organizations sharing the subject's NTEE classification (I038). |
| BUDGET | Total revenue between \$226,612 and \$507,342 — 0.67x to 1.50x the subject's \$338,228 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue. |

525 organizations qualified on sector, size, and geography → **525** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$23,897 | \$44,211 | \$62,667 | \$82,462 | \$101,951 | \$32,059 |
|----------|----------|----------|----------|-----------|----------|



■ 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 MO 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 |
|------------------------------------------------------------------------|-------|-----------|--------------------|-----------------|------------------|------|
| Ncircle Inc | KS | \$338,461 | Executive Dir. | \$69,973 | \$73,481 | 2023 |
| Restorative Justice Community | MN | \$337,361 | Executive Di | \$66,784 | \$64,145 | 2023 |
| Children's Safety Village Of Central | FL | \$339,777 | Executive Director | \$88,899 | \$78,850 | 2024 |
| Greater Dayton Volunteer Lawyers Project | OH | \$339,911 | Executive Director | \$87,000 | \$87,000 | 2024 |
| Legal Resource Center On Violence Against Women Inc | MD | \$340,335 | Executive Director | \$117,620 | \$101,146 | 2025 |
| Transitions Of Dyer County | TN | \$335,492 | Executive Director | \$45,050 | \$44,709 | 2024 |
| The Brothers Redefining Opportunity Experience Fdn Inc | NY | \$335,308 | Director | \$39,226 | \$34,455 | 2023 |
| Tri Community Mediation Inc | MD | \$335,301 | Executive Di | \$38,010 | \$33,551 | 2024 |
| World Immigration Center Inc | NY | \$335,018 | Secretary | \$25,829 | \$22,687 | 2023 |
| Hagar's Sisters Inc | MA | \$334,756 | Ceo | \$103,025 | \$87,409 | 2024 |
| Stepping Stones Safe Haven Inc | TN | \$334,629 | Executive Dir. | \$62,988 | \$62,511 | 2024 |
| Southwest Georgia Legal Self-help | GA | \$342,337 | Executive Di | \$33,182 | \$31,501 | 2024 |
| Atlantic Area Court Appointed Casa | GA | \$333,808 | Director | \$76,016 | \$72,164 | 2024 |
| In Our Backyard | OR | \$343,058 | Executive Dir. | \$84,400 | \$74,001 | 2024 |
| Harrison County Lifelong Learning | IN | \$343,080 | Executive Director | \$80,218 | \$79,870 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|-------------------------------------------------------------------|-------|-----------|---------------------|-----------------|------------------|------|
| Child Abuse Prevention Services Of Tuscaloosa Inc | AL | \$333,157 | Director | \$50,140 | \$52,653 | 2023 |
| Arkansas Bar Foundation | AR | \$343,464 | Executive Director | \$57,327 | \$59,271 | 2025 |
| Crime Research Group Inc | VT | \$332,974 | Executive Director | \$130,101 | \$120,449 | 2025 |
| Ocmulgee Casa Inc | GA | \$343,822 | Executive Director | \$72,000 | \$68,352 | 2024 |
| Bethany Haven Inc | KY | \$344,379 | Executive Director | \$52,648 | \$52,028 | 2025 |
| Whittier Alliance | MN | \$331,942 | Executive Director | \$38,651 | \$36,059 | 2024 |
| Unified Child Advocacy Network | IL | \$331,902 | Exec. Director | \$68,500 | \$65,460 | 2023 |
| The Albemarle County Police | VA | \$331,710 | Executive Di | \$76,300 | \$69,557 | 2024 |
| St Louis Mediation Project Inc | MO | \$344,806 | President/treasurer | \$1,470 | \$1,513 | 2023 |
| Hillsborough County Bar Foundation | FL | \$344,948 | Executive Di | \$120,289 | \$109,842 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 | 525 organizations. Compensation range \$204–\$384,109; filing years 2021–2025. |
| SIZE BASIS | Matched on total revenue (\$338,228); for reference, expenses \$287,751 and assets \$935,812. |
| ROLE MATCH | Victoria Mauck, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role. |

RELATED-ORG PAY 23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 18 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 | 15 th |
| Total compensation (D + F), as reported (no adjustments) | 14 th |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 99 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 (Victoria Mauck) 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 525 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,059 is reasonable (approximately the 15th 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.