

International Association Of Auto

Executive Director / CEO

EIN 436058121

MD · NTEE 199

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Kent Mawyer, Executive Director / CEO** (\$22,500) against **every comparable organization** that fit the selection criteria — **572** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

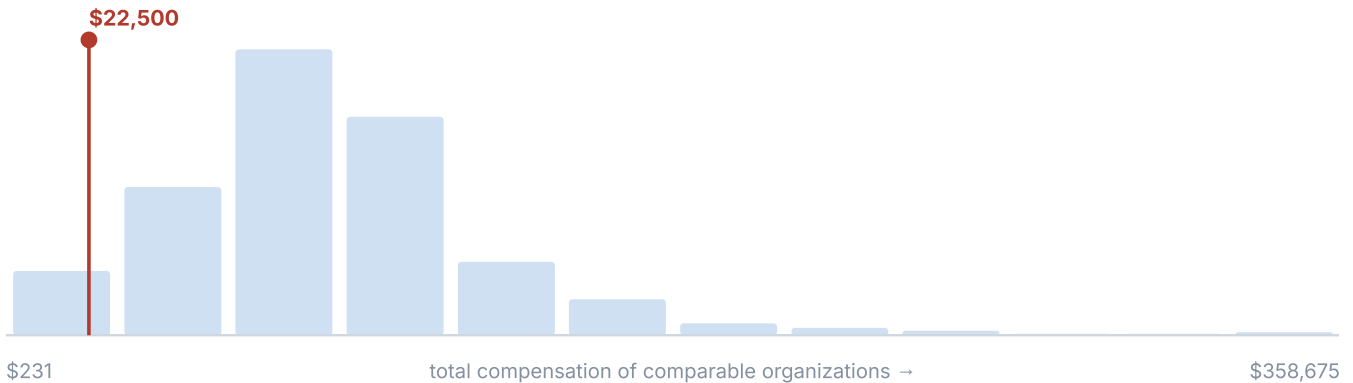
Benchmarked executive: Kent Mawyer — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (199).
BUDGET	Total revenue between \$331,223 and \$741,546 — 0.67x to 1.50x the subject's \$494,364 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

572 organizations qualified on sector, size, and geography → **572** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$37,256	\$60,122	\$83,807	\$108,013	\$137,707	\$22,500
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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 MD 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
Clean Slate Utah	UT	\$494,327	Executive Di	\$78,048	\$87,965	2023
Missing Pieces Community Development Corporation	IN	\$494,313	Executive Director	\$175,249	\$197,678	2024
Gws Real Estate	TX	\$494,170	President & Ceo	\$36,850	\$39,428	2024
Tri-agency Intervention Inc	KS	\$494,131	Executive Director	\$89,273	\$106,207	2023
Capital Area Family Justice Center Inc	LA	\$493,716	Executive Director	\$95,560	\$112,551	2024
The Equal Voting Rights Institute	TX	\$491,331	Executive Di	\$244,288	\$261,378	2024
The Inner Truth Project Inc	FL	\$497,800	Executive Director	\$47,500	\$47,729	2024
The Childrens Advocacy Center	AL	\$498,415	Executive Director	\$72,712	\$84,023	2024
Northwest Community Bail Fund	WA	\$498,665	Executive Dir.	\$103,226	\$98,854	2024
New Light Community Resource Foundation	SC	\$489,433	Executive Director	\$18,500	\$20,644	2024
Casa Of The Northern Bluegrass Region Inc	KY	\$489,238	Executive Director	\$84,836	\$100,371	2023
Step Up To Justice	AZ	\$488,880	Executive Director	\$90,176	\$92,763	2024
Advoz	PA	\$488,584	Executive Di	\$76,807	\$84,348	2023
Call Of Mental Healing	CA	\$500,206	Ceo	\$54,263	\$50,119	2024
Children's Advocacy Center Of The	GA	\$488,254	Executive Director	\$65,000	\$69,907	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kids Inc Child Advocacy Center	NM	\$500,724	Executive Di	\$75,140	\$84,216	2025
The Innocent Inc	ID	\$501,174	President & Ceo	\$104,000	\$118,337	2024
Magdalene House Of Austin	TX	\$487,043	Executive Director	\$105,000	\$112,346	2024
The Spector Criminal Justice Training	CT	\$486,702	Secretary	\$96,961	\$100,114	2023
Freedom Education Project Puget Sound	WA	\$502,179	Executive Director From May 2024	\$112,497	\$107,732	2024
Innocence Delaware Inc	DE	\$486,466	Ed (From 4/24); Sec (Until 4/24)	\$24,750	\$25,921	2024
First Circuit Casa	SD	\$502,392	Executive Director	\$99,119	\$117,008	2024
Vermonters For Criminal Justice Reform	VT	\$502,546	Key Employee	\$97,490	\$104,958	2024
Portland Lodge No 1310 Loyal Order Of Moose	ME	\$503,104	Adaministrator	\$48,000	\$50,086	2025
Ruthless Kindness	CA	\$485,619	Ceo	\$127,730	\$117,974	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **572** organizations. Compensation range \$231–\$358,675; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$494,364); for reference, expenses \$385,161 and assets \$376,385.

ROLE MATCH	Kent Mawyer, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	4 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 (Kent Mawyer) 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 10, 2026, comparing compensation against 572 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,500 is reasonable (approximately the 5th 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 10, 2026.