

Missouri Civil Justice Reform

Executive Director / CEO

EIN 822414530
 MO · NTEE R60
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Richard Aubuchon, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

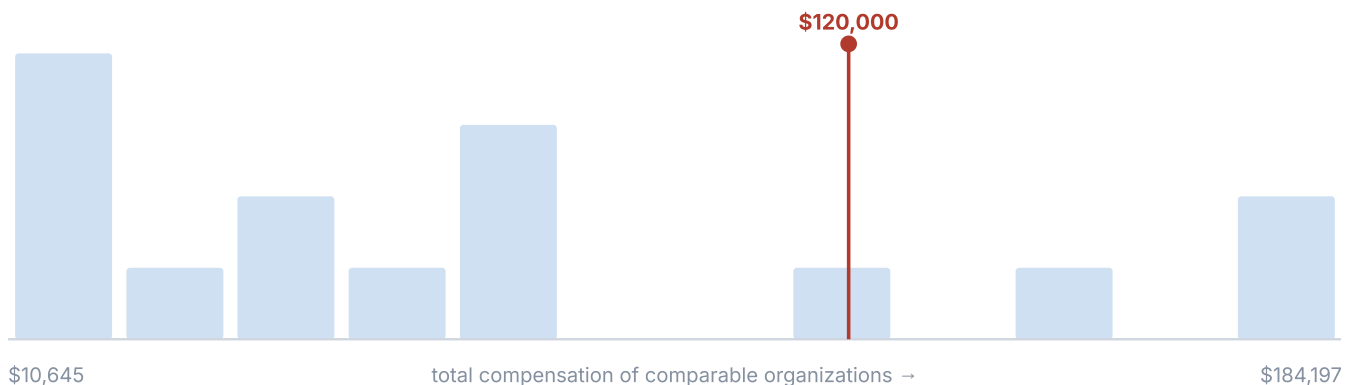
Benchmarked executive: Richard Aubuchon — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R60).
BUDGET	Total revenue between \$190,615 and \$426,750 — 0.67x to 1.50x the subject's \$284,500 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R60), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,062	\$23,545	\$66,584	\$103,058	\$165,977	\$120,000
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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 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
Texans For Vaccine Choice Education	TX	\$292,608	Secretary	\$72,583	\$66,584	2024
Knife Rights Inc	AZ	\$296,945	Chairman/ceo	\$15,050	\$13,273	2024
Mi Patria Pr	PR	\$270,393	Co-chair & Treasurer	\$11,249	\$10,645	2025
Public Accountability	OR	\$269,630	Secretaryexecutive Director	\$50,000	\$42,582	2024
Center For Justice And Democracy	NY	\$269,313	President	\$150,000	\$124,303	2024
The National Center For Law And Policy	CA	\$299,784	President	\$219,646	\$179,072	2023
We The Patriots Usa Inc	ID	\$311,241	President	\$150,000	\$146,335	2024
North Carolina Coalition For Alternatives To The D	NC	\$249,509	Executive Director	\$80,600	\$76,374	2024
Ceasefire Pennsylvania	PA	\$322,328	Executive Di	\$11,954	\$11,255	2023
Zachor Legal Institute	MT	\$324,448	President	\$30,000	\$29,656	2024
Constitutional Rights Foundation Of	CA	\$379,628	Executive Director	\$64,266	\$50,891	2024
National Council On Civil Advocacy Inc	DC	\$389,315	Executive Officer	\$86,194	\$71,413	2023
Epc Action Foundation	NV	\$407,462	Vp/gc Thru 3/24, President From 3/24	\$200,380	\$184,197	2024
Florida Impact Inc	FL	\$414,959	President/ce	\$92,240	\$81,813	2023
Advocates For Trans Equality	NY	\$424,852	Executive Director	\$21,038	\$17,433	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2023 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	15 organizations. Compensation range \$10,645–\$184,197; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$284,500); for reference, expenses \$193,232 and assets \$398,935.
ROLE MATCH	Richard Aubuchon, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	73 rd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	67 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 (Richard Aubuchon) 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 15 similarly situated organizations (Same NTEE sector (R60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 73rd 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.