

Southlake Carroll Lacrosse Assoc

Executive Director / CEO

EIN 141848424
TX · NTEE O50
FY ending 2023-08-31
June 9, 2026

This analysis benchmarks the total compensation of **Bruce Frady, Executive Director / CEO** (\$116,240) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

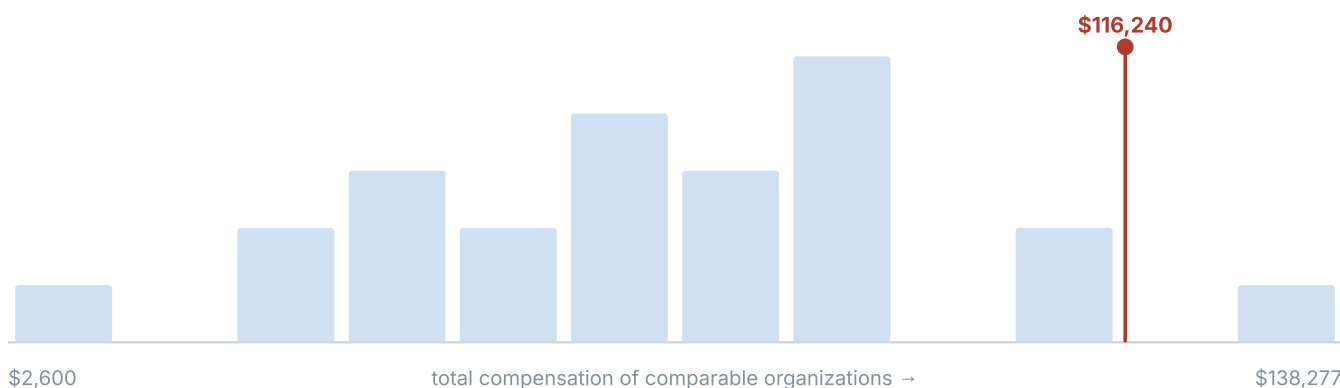
Benchmarked executive: Bruce Frady — reported title “VARSITY COACH & PROGRAM DI”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (O50).
- BUDGET Total revenue between \$255,388 and \$571,765 — 0.67x to 1.50x the subject's \$381,177 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (O50) + TX + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,685	\$49,580	\$67,685	\$87,468	\$102,805	\$116,240
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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 TX 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
Christys Safe Haven	TX	\$379,467	President	\$85,200	\$82,756	2024
Real Leadership Obedience Victory And Excellence	TX	\$388,000	Direc	\$71,875	\$74,822	2022
Standard Of Athletics Association Inc	TX	\$372,444	Executive Dir.	\$2,600	\$2,600	2023
We Can Now Inc	TX	\$369,456	President	\$73,059	\$73,059	2023
Iconoclast Artists	TX	\$363,414	Executive Director	\$60,000	\$60,000	2023
Empower 7 Inc	TX	\$408,060	Presidentfounder	\$36,000	\$34,967	2024
Rsa Of Dance And Performing Arts	TX	\$347,192	Executive Director	\$48,000	\$46,623	2024
Texas Tranquility Estates	TX	\$417,506	President	\$30,750	\$30,750	2023
Breitling Performing Arts	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	\$47,109	2024
I Have A Dream Foundation - Dallas	TX	\$311,430	Member	\$44,844	\$43,557	2024
Girls Embracing Mothers Inc	TX	\$463,500	Chair And President	\$89,160	\$86,602	2024
Teen Lifeline Inc	TX	\$470,297	Officer	\$108,087	\$108,087	2023
Education Francaise Greater Houston	TX	\$475,249	Executive Director	\$65,500	\$61,981	2025
Rockteen Youth Foundation	TX	\$266,614	C.o.o.	\$50,000	\$52,050	2022
Movie Institute	TX	\$258,885	Coo	\$55,715	\$54,117	2024
The Houston Friendship And Wellness	TX	\$255,665	Vice Preside	\$62,292	\$60,505	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Excellent Teen Choice Inc	TX	\$506,855	Executive Director	\$91,000	\$88,389	2024
Challenge Air For Kids And Friends Inc	TX	\$518,864	Ceo	\$109,303	\$106,167	2024
Outloud Dallas	TX	\$522,692	Co-executive Director	\$88,333	\$88,333	2023
Men & Ladies Of Honor	TX	\$528,210	Executive Director	\$69,684	\$67,685	2024
Operation Progress Fort Worth	TX	\$537,122	Executive Director	\$91,997	\$89,358	2024
Ignite Mindshift Impact Inc	TX	\$544,073	Executive Director, Secretary	\$142,361	\$138,277	2024
Girls On The Run Of Bexar County	TX	\$555,990	Executive Director	\$80,750	\$76,412	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 23 organizations. Compensation range \$2,600–\$138,277; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$381,177); for reference, expenses \$392,008 and assets \$260,801.

ROLE MATCH Bruce Frady, reported title "*VARSITY COACH & PROGRAM DI*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	96 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 (Bruce Frady) 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 23 similarly situated organizations (Same NTEE sector (O50) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$116,240 is reasonable (approximately the 96th 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.