

# Drive A Senior Austin Texas

Executive Director / CEO

EIN 742367556  
 TX · NTEE P81Z  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Jill Skinner, Executive Director / CEO** (\$59,867) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

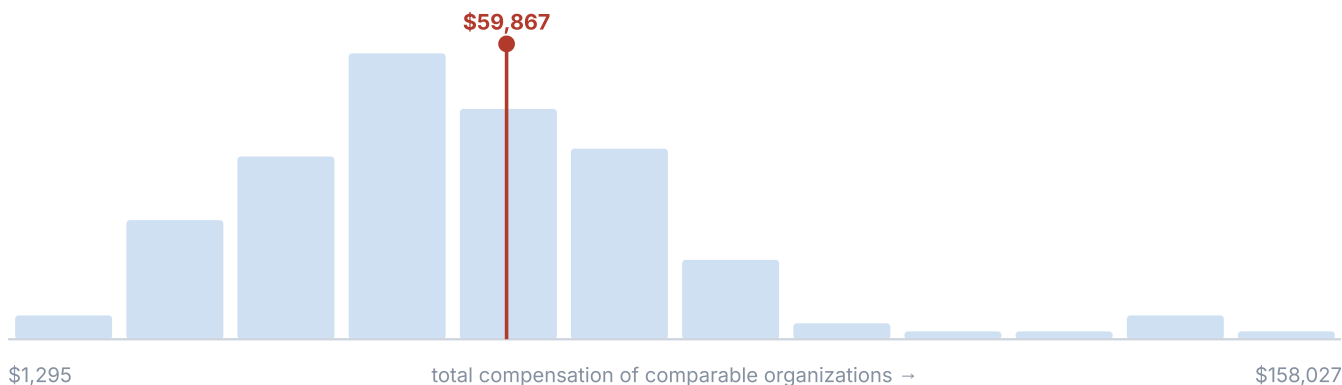
**Benchmarked executive:** Jill Skinner — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

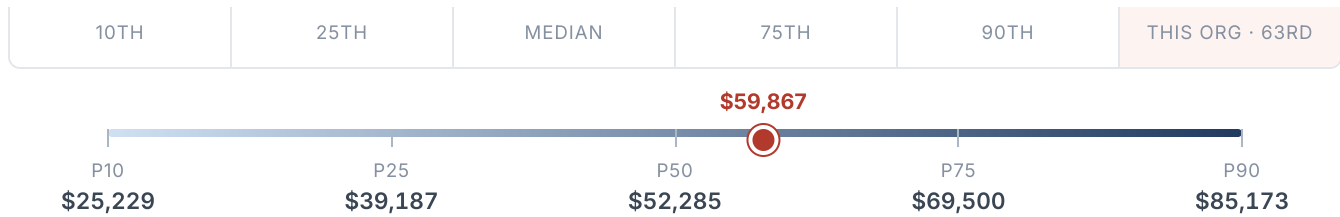
SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$285,880 and \$640,030 — 0.67x to 1.50x the subject's \$426,687 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

**148** organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,229	\$39,187	\$52,285	\$69,500	\$85,173	<b>\$59,867</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 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
<a href="#">Dalhart Senior Citizens Association</a>	TX	\$427,857	Secretary, Executive Direc	\$32,000	<b>\$32,000</b>	2023
<a href="#">Clinton Community Christian Corp</a>	MS	\$421,902	Executive Di	\$48,139	<b>\$52,060</b>	2024
<a href="#">Southside Senior &amp; Community Center</a>	WA	\$432,496	Executive Di	\$27,500	<b>\$23,907</b>	2024
<a href="#">Senior Citizens Inc</a>	SD	\$420,768	Center Exec	\$55,618	<b>\$59,602</b>	2024
<a href="#">Colleton County Council On Aging</a>	SC	\$419,760	Executive Di	\$60,705	<b>\$63,310</b>	2023
<a href="#">Kingman County Council On Aging Inc</a>	KS	\$434,565	Executive Director	\$47,275	<b>\$49,593</b>	2024
<a href="#">Hub City Senior Citizens Inc</a>	IL	\$417,867	Executive Di	\$53,560	<b>\$51,129</b>	2024
<a href="#">Siouxland Senior Center</a>	IA	\$417,583	Executive Director	\$70,000	<b>\$74,424</b>	2024
<a href="#">East Carroll Council On Aging</a>	LA	\$416,210	Executive Direc	\$65,600	<b>\$70,140</b>	2024
<a href="#">Heritage Senior Center Inc</a>	PA	\$438,136	Executive Director (Until 12/23)	\$41,283	<b>\$39,976</b>	2024
<a href="#">Dillon County Council On Aging</a>	SC	\$414,482	Executive Director	\$45,980	<b>\$45,377</b>	2025
<a href="#">La Jolla Community Center</a>	CA	\$440,851	Executive Dir.	\$85,000	<b>\$71,269</b>	2024
<a href="#">High Country Senior Citizens Inc</a>	WY	\$410,921	Executive Di	\$36,880	<b>\$37,359</b>	2025
<a href="#">Aging Forward</a>	MO	\$407,283	Executive Di	\$89,060	<b>\$91,594</b>	2024
<a href="#">Senior Center Of Elk Grove Inc</a>	CA	\$450,167	Executive Dir.	\$57,011	<b>\$47,802</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Holmes County Council On Aging Inc</a>	OH	\$402,802	Business Manager	\$60,189	<b>\$63,730</b>	2023
<a href="#">Maumee Seniors Inc</a>	OH	\$452,262	Exc. Director	\$64,836	<b>\$66,680</b>	2024
<a href="#">Parkview Center Inc</a>	MT	\$399,248	Executive Dir.	\$51,437	<b>\$55,429</b>	2023
<a href="#">The Shepherd's Center Of Northern Virginia</a>	VA	\$397,861	Executive Director	\$95,875	<b>\$89,887</b>	2024
<a href="#">Lake Gogebic Senior Citizens Club</a>	MI	\$397,111	Executive Di	\$43,391	<b>\$43,488</b>	2024
<a href="#">Golden Age Council Inc</a>	CO	\$456,624	Executive Director	\$17,275	<b>\$16,559</b>	2023
<a href="#">Franklin County Senior Citizens</a>	AR	\$456,639	Executive Director	\$33,636	<b>\$36,712</b>	2024
<a href="#">Alleghany County Council On Aging</a>	NC	\$395,931	Prev Exec Di	\$49,202	<b>\$48,093</b>	2025
<a href="#">Yarnell Regional Community Center</a>	AZ	\$395,786	Executive Director	\$38,087	<b>\$35,567</b>	2024
<a href="#">Ashtabula County Council On Aging Inc</a>	OH	\$395,081	Executive Director	\$39,000	<b>\$41,294</b>	2023

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **148** organizations. Compensation range \$1,295–\$158,027; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$426,687); for reference, expenses \$457,161 and assets \$217,779.

ROLE MATCH	Jill Skinner, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	59 <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 (Jill Skinner) 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 148 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,867 is reasonable (approximately the 63<sup>rd</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.