

Texas Leadership Center

Executive Director / CEO

EIN 742544228

TX · NTEE B56Z

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles Dupre, Executive Director / CEO** (\$38,197) against the **2000** closest of **3,168** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Charles Dupre — reported title “AD HOC SECRETARY”, 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 (B56Z).
BUDGET	Total revenue between \$262,763 and \$588,276 — 0.67x to 1.50x the subject's \$392,184 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

3,168 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,594	\$30,235	\$53,848	\$79,251	\$107,645	\$38,197
----------	----------	----------	----------	-----------	----------



● 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
Kiddie Kare Ministry & Preschool Co	IN	\$392,309	President	\$66,250	\$69,843	2024
The Nobility Project	TX	\$392,021	Executive Director	\$96,336	\$99,182	2023
Mentor Tutor Connection	CA	\$392,348	Executive Director	\$39,568	\$34,156	2024
Switzerland County Public Library	IN	\$391,776	Director	\$56,784	\$61,631	2023
Empower 8 Inc	CA	\$391,749	Executive Dir.	\$89,073	\$76,891	2024
Erats Thiel Building Company	MN	\$391,746	Treasurer	\$66,725	\$65,911	2024
Kalamazoo Experiential Learning	MI	\$392,689	President &	\$51,731	\$53,378	2024
Lag Academy	MS	\$391,574	Director	\$45,923	\$51,131	2024
Bixby Memorial Free Library	VT	\$391,562	Director	\$61,800	\$60,581	2025
True North Parent Partnership	TX	\$392,816	Executive Director	\$37,470	\$38,577	2023
The Italian American Club Foundation	MN	\$391,509	President	\$9,000	\$8,890	2024
Taylor University Foundation Inc	IN	\$391,432	Executive Director	\$36,913	\$38,915	2024
Do & Be Arts Academy Of Excellence	NV	\$391,413	Executive Di	\$104,020	\$101,548	2025
The Hampton School	NC	\$391,351	Director	\$68,927	\$71,198	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Santa Ynez Valley Outreach Center	CA	\$391,350	Director	\$14,080	\$12,513	2023
Bartholomew Consolidated School	IN	\$391,263	Executive Director	\$35,000	\$37,988	2023
Montessori System School Of Black Hawk County	IA	\$393,106	Executive Director	\$37,230	\$41,956	2023
Great Lakes Center For Education	MI	\$391,230	Executive Dir.	\$76,000	\$78,420	2024
Temple Education Foundation Inc	TX	\$393,152	Exec Director/development	\$33,805	\$33,805	2024
Mid-continent Geological Library Inc	OK	\$393,156	Chief Executive Officer	\$79,615	\$90,229	2023
Christ The King Christian Academy	NC	\$393,223	Headmaster	\$33,700	\$33,913	2025
Emmaus Academy Inc	IL	\$393,287	Secretary	\$17,152	\$17,355	2023
Alumni Association Of Emporia State	KS	\$393,316	Alumni Relations	\$70,133	\$77,981	2023
Bright Academy	AL	\$390,922	Director/pre	\$42,000	\$44,190	2025
Bay Area Teacher Training Institute	CA	\$390,714	Executive Director	\$7,899	\$6,819	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	2000 organizations. Compensation range \$1–\$533,514; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$392,184); for reference, expenses \$410,640 and assets \$516,749.
ROLE MATCH	Charles Dupre, reported title "AD HOC SECRETARY", 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	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	62 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	33 rd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	0 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 (Charles Dupre) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$38,197 is reasonable (approximately the 33rd 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.