

South Dallas Driving Academy

Executive Director / CEO

EIN 881650776
 TX · NTEE M42
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Charles Minor, Executive Director / CEO** (\$80,932) against **every comparable organization** that fit the selection criteria — **339** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

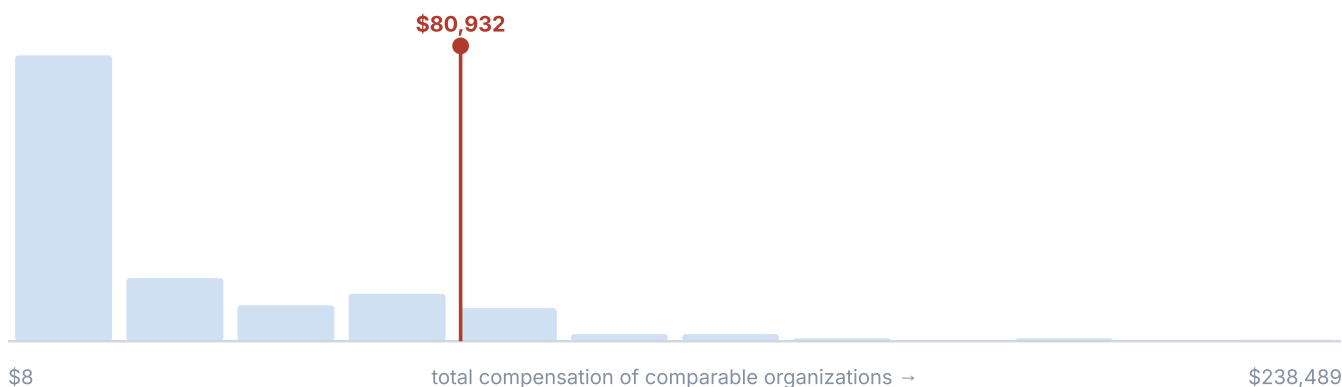
Benchmarked executive: Charles Minor — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M42).
BUDGET	Total revenue between \$216,239 and \$484,119 — 0.67x to 1.50x the subject's \$322,746 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

339 organizations qualified on sector, size, and geography → **339** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$627	\$2,368	\$12,302	\$47,088	\$81,804	\$80,932
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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
Firefighters United For Safety Ethics And Ecology	OR	\$321,631	Executive Director	\$95,791	\$88,929	2024
Houtzdale Ramey Emergency Medical	PA	\$319,216	Vice President	\$56,464	\$56,290	2024
Upper Scioto Valley Ambulance District	OH	\$319,113	Clerk	\$14,505	\$15,811	2023
Acadiana Safety Association	LA	\$319,057	Executive Dir.	\$56,542	\$62,241	2024
Greater Pine Island Alliance	FL	\$327,148	Executive Administrator	\$3,840	\$3,712	2023
Bower Hill Volunteer Fire Dept	PA	\$318,223	Trustee	\$1,643	\$1,687	2023
Kings Park Fire Department Inc	NY	\$318,169	Secretary	\$6,000	\$5,420	2024
Huntington Manor Volunteer Fire	NY	\$327,323	Chief	\$1,800	\$1,626	2024
Wyoming-montana Safety Council	WY	\$318,143	Executive Director	\$78,074	\$81,423	2025
Belle Plaine Fire Department	MN	\$317,279	President	\$600	\$593	2024
Renegade Relief Foundation Inc	OR	\$316,989	President And Ceo	\$16,927	\$15,310	2025
Gatesville Fire Department Inc	TX	\$328,720	Fire Chief	\$50,871	\$50,871	2024
Potsdam Volunteer Fire Department	NY	\$316,461	Warden	\$300	\$264	2025
Guilford Volunteer Fire Department	VT	\$329,439	President	\$7,821	\$7,666	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jay Volunteer Fire Department Inc	FL	\$329,745	President	\$3,600	\$3,381	2024
Lone Hickory Vol Fire Dept Inc	NC	\$329,933	Treas.	\$1,800	\$1,859	2024
National Center For Urban Operations Inc	NY	\$330,379	Director	\$55,240	\$51,375	2023
Operation Blessing Disaster Relief Services Inc	VA	\$330,380	President	\$22,347	\$21,570	2024
Hamilton Co Special Tactics And Rescue Service	TN	\$314,333	Chief President	\$6,000	\$6,305	2024
Cooleemee Volunteer Fire Department	NC	\$314,024	President	\$15,911	\$16,435	2024
Smart North Florida Inc	FL	\$332,039	Executive Director	\$110,000	\$103,304	2024
Courtney Volunteer Fire Dept Inc	NC	\$332,240	Chief	\$31,185	\$33,164	2023
Care Resource Connection	MN	\$332,262	Executive Director	\$45,000	\$45,764	2023
East Mead Volunteer Fire Company No 1	PA	\$312,458	Manager Of Operations	\$38,675	\$39,694	2023
Savannah Volunteer Fire Company	OH	\$312,384	Chief	\$16,020	\$16,962	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 **339** organizations. Compensation range \$8–\$238,489; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$322,746); for reference, expenses \$195,699 and assets \$201,667.
ROLE MATCH	Charles Minor, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	90 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	86 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 Minor) 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 339 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,932 is reasonable (approximately the 90th 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.