

National Parents Organization Inc

Executive Director / CEO

EIN **043409728**
 MA · NTEE P40Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Lianna Verrette, Executive Director / CEO** (\$101,676) against **every comparable organization** that fit the selection criteria — **165** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

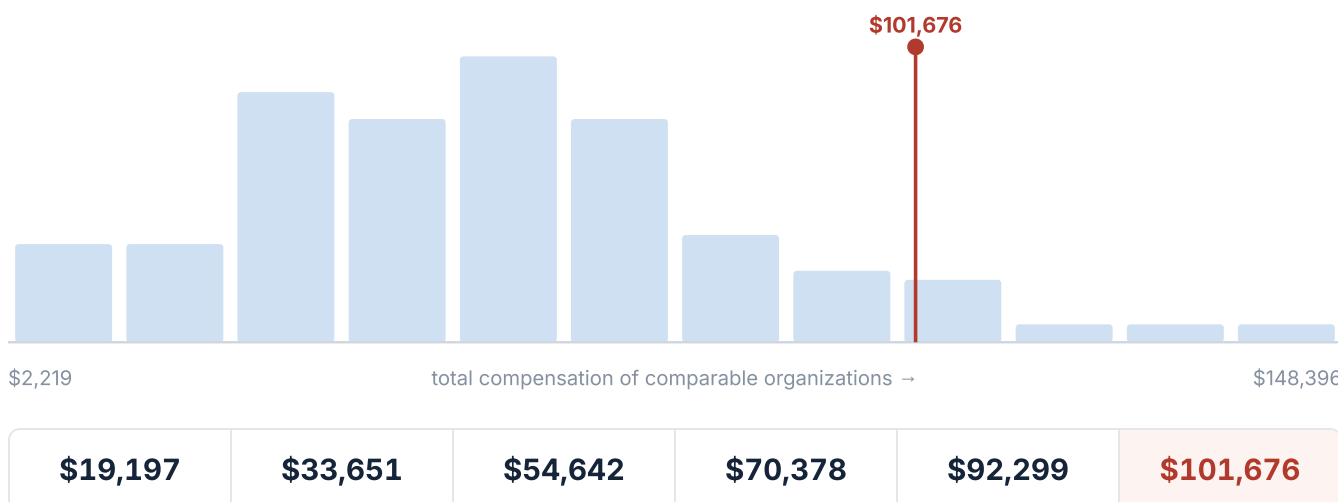
Benchmarked executive: Lianna Verrette — reported title “DIRECTOR OF OPERATIONS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (P40Z).
- BUDGET Total revenue between \$171,686 and \$384,373 — 0.67x to 1.50x the subject's \$256,249 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

165 organizations qualified on sector, size, and geography → **165** within the band form the benchmarked peer set.

Distribution of comparable compensation





● 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 MA 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
Love Moves Us Inc	IL	\$256,754	President Ceo	\$78,726	\$86,129	2024
Fathers Making Progress Inc	WI	\$256,774	President/founder	\$57,500	\$68,799	2023
December 5th Fund	MO	\$255,064	President And Executive Director	\$64,423	\$78,175	2023
Chalfonte Foundation	MI	\$254,444	Ceo/president	\$24,000	\$27,567	2024
Quakerdale	IA	\$254,183	Executive Director	\$42,009	\$51,187	2024
Families Of Character	CO	\$253,012	Ceo	\$98,280	\$104,871	2024
Maryland Diaper Bank	MD	\$252,747	Executive Director	\$6,750	\$7,230	2023
Salaam Cultural Center	MN	\$260,692	Executive Director	\$47,000	\$51,681	2024
Nicholtown Child And Family Collaborative	SC	\$260,743	Executive Director	\$61,023	\$70,844	2024
Woodbury Life Resource Center	MN	\$261,363	Executive Director	\$54,398	\$61,583	2023
Sunrise Community Outreach Center Inc	CA	\$262,498	Executive Director	\$57,647	\$55,394	2024
Birth To Five Incorporated	IN	\$249,916	Executive Director	\$38,483	\$46,495	2023
Two Lives Changed	TX	\$264,522	Executive Director	\$14,184	\$15,789	2024
Pregnancy Support Center	NC	\$264,601	Executive Dir.	\$42,998	\$50,901	2023
On Your Feet Foundation	IL	\$246,748	Executive Di	\$25,833	\$28,262	2024
Healing Thine Hearts Ministries	TX	\$246,148	President	\$11,701	\$13,025	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of Madison Youth Inc	CT	\$246,110	Executive Director	\$64,514	\$69,302	2023
Hope Restored Pregnancy Resource Center	LA	\$266,883	Executive Director	\$47,100	\$57,715	2024
Marys Choice Rva	VA	\$245,556	President	\$65,500	\$70,378	2024
Motherwoman Inc	MA	\$268,498	Vice President	\$19,461	\$19,461	2024
Of Home Family And Future Inc	NY	\$242,973	Executive Dir.	\$125,000	\$129,410	2023
First Choice Pregnancy Services	MN	\$242,966	Exec. Direct	\$60,000	\$65,976	2024
Special Needs Solutions	AZ	\$269,607	Executive Director And President	\$52,334	\$56,009	2024
Housing Equity & Advocacy Resource Team	CA	\$242,815	President	\$56,405	\$55,802	2023
Resource & Connect With Benita	IL	\$270,391	President	\$77,637	\$84,938	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 165 organizations. Compensation range \$2,219–\$148,396; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$256,249); for reference, expenses \$206,389 and assets \$1,497,199.

ROLE MATCH	Lianna Verrette, reported title " <i>DIRECTOR OF OPERATIONS</i> ", 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.
OUTLIERS	4 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	93 rd
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	92 nd

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 (Lianna Verrette) 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 165 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,676 is reasonable (approximately the 93rd 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.