

Safe In Lenoir County Inc

Executive Director / CEO

EIN 561476925

NC · NTEE P43Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Erin Passailaigue, Executive Director / CEO** (\$66,477) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

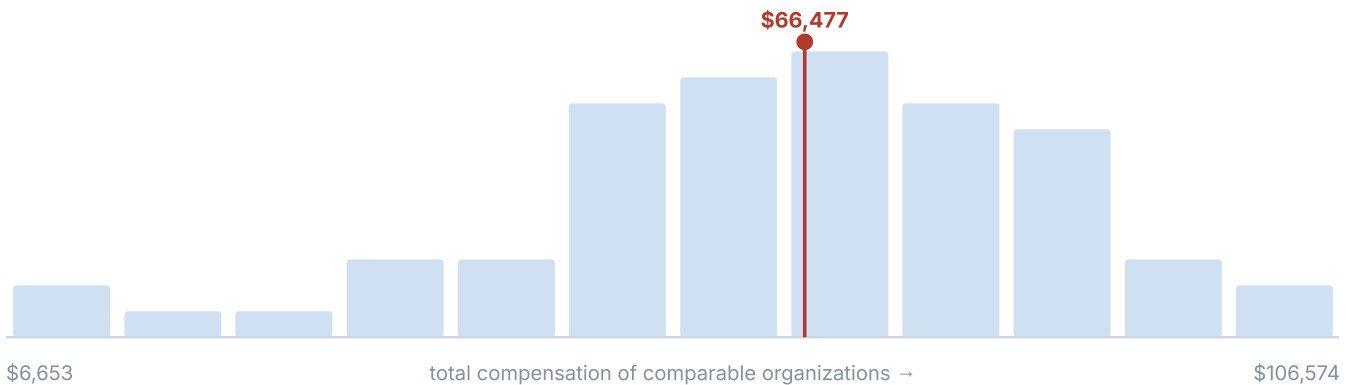
Benchmarked executive: Erin Passailaigue — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

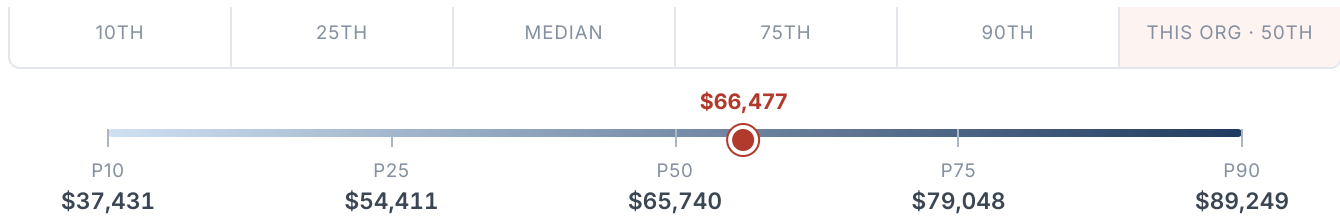
SECTOR	Organizations sharing the subject's NTEE classification (P43Z).
BUDGET	Total revenue between \$328,819 and \$736,162 — 0.67x to 1.50x the subject's \$490,775 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P43), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$37,431	\$54,411	\$65,740	\$79,048	\$89,249	\$66,477
----------	----------	----------	----------	----------	----------



■ 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 NC 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
Hillsdale County Task Force On Family Violence	MI	\$491,434	Execucutive Director	\$69,350	\$67,490	2025
Crisalida Inc	CO	\$491,618	Executive Director	\$114,842	\$106,574	2024
Southern Ohio Area Task Force On	OH	\$480,087	Executive Director	\$77,302	\$79,239	2024
Bethany House Of Northern Virginia Inc	VA	\$510,506	Executive Director	\$86,456	\$80,790	2024
Family Crisis Center Inc	OK	\$512,925	Executive Di	\$79,228	\$84,432	2024
Domestic Violence Intervention Inc	NV	\$465,956	Executive Director	\$63,093	\$61,207	2024
Barbara Kettle Gundlach Shelter	MI	\$516,992	Exc Director	\$56,691	\$56,631	2024
Bridges Safehouse Inc	TX	\$459,379	Executive Director	\$51,104	\$49,474	2024
Domestic Abuse Center	CA	\$458,203	Executive Di	\$71,872	\$60,064	2024
Safe Center Inc	OK	\$527,588	Executive Dir.	\$67,576	\$74,142	2023
My Sisters' Place	OR	\$529,319	Executive Di	\$68,274	\$61,362	2024
Knoxville Family Justice Center	TN	\$529,321	Executive Director	\$87,560	\$91,705	2023
Next Step Ministries	NC	\$529,963	Executive Director	\$70,044	\$70,044	2024
Save Asian Souls Inc	FL	\$532,226	Cfo	\$35,004	\$32,765	2023
Domestic Violence And Abuse Center	ND	\$449,150	Executive Director	\$52,547	\$54,371	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Where All Women Are Honored	SD	\$445,638	Executive Dir.	\$55,385	\$60,904	2023
Domestic Violence Escape Inc (Dove)	MI	\$551,386	Executive Di	\$45,760	\$45,711	2024
New Hope Crisis Pregnancy Center	NC	\$553,728	Executive Dir.	\$65,000	\$65,000	2024
Nuevo Sendero Inc	FL	\$427,112	Ceo	\$39,049	\$36,551	2023
Domestic Violence Crisis Services	AL	\$557,432	Executive Director	\$52,154	\$54,530	2024
Hyde County Hotline Inc	NC	\$558,090	Executive Director	\$90,832	\$88,491	2025
Domestic Abuse Intervention	NM	\$420,735	Executive Di	\$6,560	\$6,653	2025
Haven Of Tioga County	PA	\$418,718	Executive Di	\$62,883	\$60,690	2024
Custer Network Against	MT	\$415,077	Executive Di	\$74,025	\$77,226	2024
Joel 2 Missions Inc	PA	\$412,494	President	\$20,872	\$20,740	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	62 organizations. Compensation range \$6,653–\$106,574; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$490,775); for reference, expenses \$417,262 and assets \$149,210.
ROLE MATCH	Erin Passailaigue, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 2 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	50 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	50 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 (Erin Passailaigue) 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 62 similarly situated organizations (Same NTEE sector (P43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,477 is reasonable (approximately the 50th 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.