

The North Carolina Safety Conferenc

Executive Director / CEO

EIN 561592413

NC · NTEE B99Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Dennis Parnell, Executive Director / CEO** (\$48,600) against **every comparable organization** that fit the selection criteria — **390** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

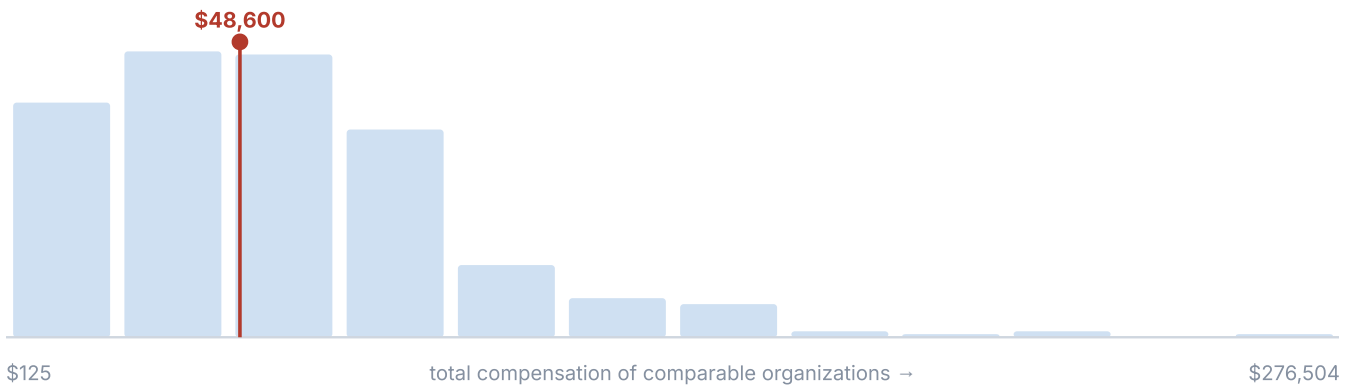
Benchmarked executive: Dennis Parnell — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99Z).
BUDGET	Total revenue between \$177,541 and \$397,480 — 0.67x to 1.50x the subject's \$264,987 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

390 organizations qualified on sector, size, and geography → **390** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,776	\$30,100	\$51,711	\$74,854	\$103,740	\$48,600
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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 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
Inclusive Entrepreneurs Foundation Fka	OR	\$265,250	Executive Director	\$33,309	\$30,729	2024
Governors Committee On Scholastic	NY	\$265,257	Executive Director	\$135,000	\$121,186	2024
97percentorg Inc	CA	\$266,129	Director/ceo Thru 12/31/2023	\$110,596	\$97,673	2023
Leadership Rochester Inc	NY	\$266,693	Executive Director (Thru 2/2024)	\$68,135	\$61,163	2024
Hazing Prevention Network	IN	\$266,697	Executive Director	\$80,000	\$83,809	2024
Ohio School Psychologists	OH	\$266,818	Executive Di	\$56,963	\$59,935	2024
Empowerment Factory	RI	\$263,053	Executive Director	\$44,100	\$43,249	2023
Nantucket Comedy Festival Inc	MA	\$267,526	Executive Director	\$55,000	\$49,098	2024
Swan Impact Network Inc	TX	\$262,320	Executive Director	\$23,000	\$22,856	2024
Academy Northwest	WA	\$262,234	Director	\$36,174	\$32,173	2024
Ace Mentor Program Of Washington	WA	\$262,162	Executive Director	\$46,014	\$40,925	2024
Upstart Crow Studios	OR	\$268,389	Artistic Director	\$45,000	\$42,740	2023
The Samuel School	PA	\$268,506	Principal	\$132,381	\$127,765	2025
Indiana American Family	IN	\$268,785	Executive Di	\$111,227	\$116,523	2024
Client Assistance Program	WA	\$269,011	Executive Director	\$91,650	\$81,514	2024
Progressive Learning Academy For Young Childrearly Childhood Center	MI	\$269,096	Director	\$38,677	\$45,907	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Steuben Senior Services Fund	NY	\$260,629	Executive Director	\$58,308	\$52,342	2024
Jireh Homeschool Cooperative	TN	\$269,424	President	\$16,950	\$17,243	2025
Leadership South Carolina	SC	\$260,433	Exec. Director	\$90,000	\$93,273	2024
Wyomissing Area Education	PA	\$269,785	Executive Di	\$34,752	\$34,427	2024
Topaz Arts Inc	NY	\$259,923	President	\$56,995	\$52,674	2023
The Penitent Thief Inc	FL	\$270,246	President	\$36,000	\$33,597	2024
American Research Universities	TN	\$270,369	President	\$80,000	\$81,384	2025
Transform Alabama	AL	\$259,506	Executive Director	\$39,250	\$42,123	2024
Girls With Books	CO	\$270,613	Executive Director	\$61,920	\$58,982	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 390 organizations. Compensation range \$125–\$276,504; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$264,987); for reference, expenses \$275,258 and assets \$43,470.

ROLE MATCH Dennis Parnell, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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	47 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	42 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 (Dennis Parnell) 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 390 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,600 is reasonable (approximately the 47th 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.