

Family Promise Of Knoxville

Executive Director / CEO

EIN 562434770

TN · NTEE L41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tami Phillips, Executive Director / CEO** (\$68,488) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

Benchmarked executive: Tami Phillips — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L41).

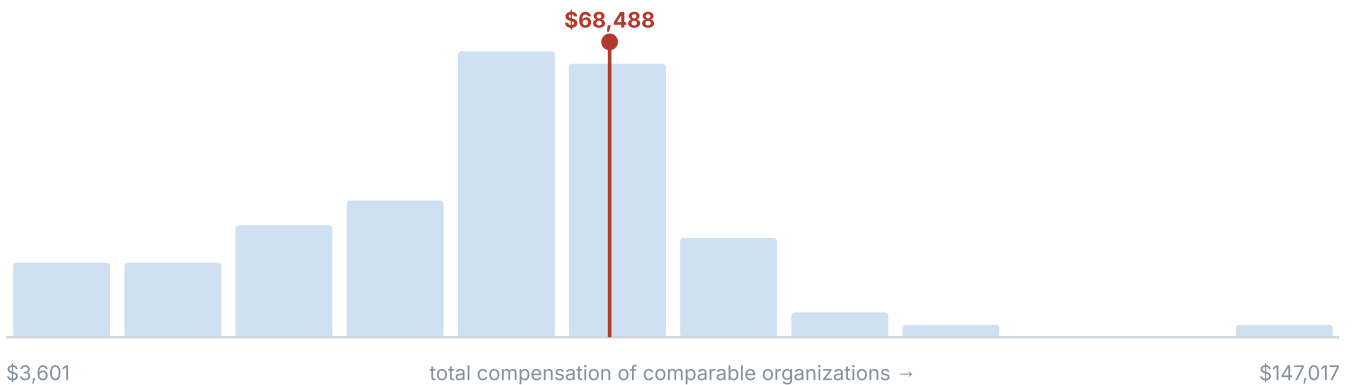
BUDGET Total revenue between \$234,067 and \$524,031 — 0.67x to 1.50x the subject's \$349,354 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

89 organizations qualified on sector, size, and geography

→ **89** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,769	\$41,894	\$57,852	\$68,456	\$79,904	\$68,488
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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 TN 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
5812 Rescue	OH	\$349,616	Co-director	\$30,000	\$31,122	2023
Peace Valley Haven Inc	NY	\$348,083	Director	\$66,340	\$58,715	2023
Crestview Area Shelter For The Homeless	FL	\$347,760	President	\$22,780	\$20,359	2024
Family Promise - Salt Lake	UT	\$361,894	Executive Director	\$91,799	\$89,383	2024
Windham Region No Freeze Project	CT	\$364,670	Executive Di	\$54,656	\$50,193	2023
The Resilient Place	TX	\$365,512	President	\$12,600	\$12,345	2023
Clinton County Services For The Homeless	OH	\$366,995	Ex Director	\$69,750	\$70,282	2024
Connections Of Cumberland County Inc	NC	\$367,010	Executive Director	\$81,000	\$79,623	2024
Northern Lights Alliance For The	IA	\$330,736	Executive Di	\$66,177	\$67,157	2025
Good News Shelter Corporation	KY	\$329,213	Executive Director	\$60,251	\$63,402	2023
House Of Hope Inc	VA	\$329,074	Executive Director	\$30,951	\$28,431	2024
Robins Home Inc	PA	\$323,390	Executive Dir.	\$75,600	\$73,842	2023
1960 Community Hope Center	TX	\$377,665	Exec Director	\$81,497	\$77,556	2024
Hospitality House	WA	\$377,790	Executive Director	\$84,917	\$74,464	2023
Emmaus House Of Saginaw Inc	MI	\$320,614	Executive Di	\$61,196	\$60,092	2024
Lumen Fidelis	WA	\$319,859	President	\$23,381	\$19,915	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rainbow Place Shelter For Homeless	MD	\$315,710	Executive Director (Through 1/2023)	\$73,500	\$67,304	2023
Community Service Alliance	OH	\$387,851	Executive Di	\$83,067	\$86,173	2023
Illinois Valley Family Coalition	OR	\$390,371	Executive Di	\$27,302	\$24,121	2024
Unity Place Housing Inc	FL	\$390,810	President	\$164,500	\$147,017	2024
Brunswick Partnership For Housing Inc	NC	\$393,222	Executive Director	\$45,621	\$43,689	2025
Lifeboat Alliance Ltd	IL	\$300,660	Executive Dir.	\$58,850	\$56,667	2023
Family Promise Of Davie County	NC	\$297,242	Executive Director	\$65,645	\$62,866	2025
Tyson's Community Development Inc	FL	\$404,069	Director	\$31,850	\$28,465	2024
Home Alliance Inc	SC	\$404,404	Executive Director And Sec	\$74,250	\$75,869	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	89 organizations. Compensation range \$3,601–\$147,017; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$349,354); for reference, expenses \$313,640 and assets \$987,584.
ROLE MATCH	Tami Phillips, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	75 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	71 st

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 (Tami Phillips) 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 89 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,488 is reasonable (approximately the 75th 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.