

Tennessee Fair Housing Council

Executive Director / CEO

EIN 621681223

TN · NTEE X99Z

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Martie Lafferty, Executive Director / CEO** (\$74,886) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

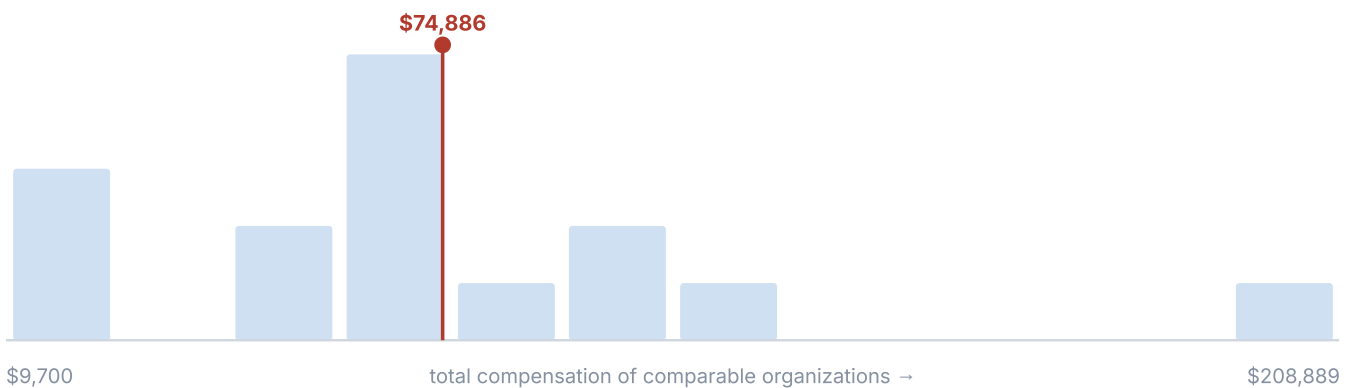
Benchmarked executive: Martie Lafferty — reported title “Ex Officio”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99Z).
BUDGET	Total revenue between \$287,142 and \$642,856 — 0.67x to 1.50x the subject's \$428,571 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99) + TN + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,819	\$44,900	\$67,888	\$90,975	\$111,399	\$74,886
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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
Agape Freedom Fighters	TN	\$442,694	President	\$102,080	\$99,449	2025
Blazing Hope Ranch	TN	\$445,429	Board Member; Executive Director	\$17,500	\$17,049	2025
Clubhouse Ministries Inc	TN	\$450,921	Secretary	\$44,999	\$44,999	2024
Blazing Trees	TN	\$462,823	Chief Executive Officer	\$72,000	\$74,127	2023
St Paul Institute	TN	\$368,029	President	\$63,904	\$65,792	2023
Cottage Cove Company	TN	\$349,073	Executive Director	\$59,705	\$59,705	2024
Challenge Golf Association	TN	\$335,777	President	\$82,500	\$82,500	2024
Reap International Inc	TN	\$525,682	Director	\$74,454	\$74,454	2024
Pray Chattanooga	TN	\$531,005	Executive Director	\$106,790	\$106,790	2024
Marty Goetz Ministries Inc	TN	\$318,605	President	\$114,472	\$114,472	2024
Indian Ministries Of North America	TN	\$316,897	President	\$44,800	\$44,800	2024
Real Life Christian Ministries	TN	\$546,991	President	\$13,333	\$13,333	2024
4 Market Square Inc	TN	\$553,692	Executive Director/preside	\$65,940	\$67,888	2023
International Missions Project Inc	TN	\$566,451	Ceo, Executive Director	\$9,700	\$9,700	2024
Real Momentum Ministries Inc	TN	\$567,154	Executive Director	\$208,889	\$208,889	2024

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	15 organizations. Compensation range \$9,700–\$208,889; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$428,571); for reference, expenses \$487,264 and assets \$27,055.
ROLE MATCH	Martie Lafferty, reported title " <i>Ex Officio</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.
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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	67 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 (Martie Lafferty) 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 10, 2026, comparing compensation against 15 similarly situated organizations (Same NTEE sector (X99) + TN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,886 is reasonable (approximately the 67th 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 10, 2026.