

Colorado Community Land Trust

Executive Director / CEO

EIN 871501470

CO · NTEE L20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Heather Lafferty Term End 0723, Executive Director / CEO** (\$6,457) against **every comparable organization** that fit the selection criteria — **308** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **3rd** percentile of comparable organizations

below the typical range for comparable organizations

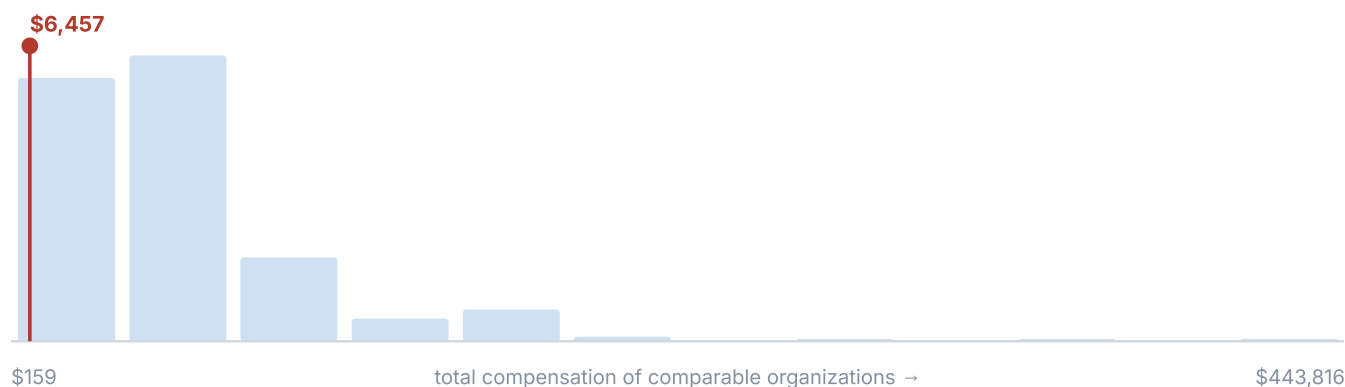
Benchmarked executive: Heather Lafferty Term End 0723 — reported title “CEO/EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$320,387 and \$717,286 — 0.67x to 1.50x the subject's \$478,191 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

308 organizations qualified on sector, size, and geography → **308** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,964	\$22,706	\$47,758	\$69,270	\$107,692	\$6,457
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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 CO 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
Drayton Pines Inc	NC	\$477,082	Secretary/treasurer	\$46,419	\$50,020	2024
Geel East 182nd Street Corporation	NY	\$479,570	Executive Director	\$28,625	\$27,773	2023
Fenway Companies Inc	MA	\$479,610	Director (As Of 5/24)	\$19,498	\$18,273	2024
North Texas Housing Partners	TX	\$476,449	President	\$19,755	\$20,609	2024
Chautauqua Community Residence Inc	NY	\$480,741	Ceo	\$54,422	\$51,286	2024
Icl Myrtle Avenue Housing	NY	\$475,258	Chair Person	\$25,107	\$24,360	2023
Brookset Housing Development Fund	NY	\$472,312	President (Through 2/23/24)	\$16,551	\$15,597	2024
Habitat For Humanity Of Wichita Falls	TX	\$472,032	Executive Director	\$46,600	\$50,049	2023
Cohome Inc	NJ	\$484,465	Executive Director	\$6,667	\$6,208	2024
Community Housing In Partnership Inc	NJ	\$485,000	President	\$30,000	\$28,759	2023
Cantebria Senior Homes	CO	\$486,554	President	\$22,009	\$22,009	2024
Habitat For Humanity Kokomo Community Inc	IN	\$468,189	Executive Director	\$18,897	\$21,396	2023
Paula Apartments Inc	CA	\$467,789	Non-voting Vp/coo	\$53,033	\$47,758	2024
DeKalb Throop Housing Development Fund Co Inc	NY	\$466,697	Executive Director	\$84,000	\$79,160	2024
Azteca Economic Development Corp	TX	\$489,922	Manager	\$46,103	\$48,095	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Assurance Development And Management Corporation	TN	\$490,008	Employee	\$5,669	\$6,054	2025
Housing Independence Inc	FL	\$466,288	Housing Svc Director	\$78,682	\$77,086	2024
Ucc Xxi Inc	OH	\$490,478	Treasurer	\$34,230	\$38,926	2023
Winwood Apartments Inc	IL	\$490,892	President & Ceo	\$6,958	\$7,345	2023
Center On Independent Living Community Development Corporation	TX	\$491,165	Executive Director	\$53,282	\$55,584	2024
Humboldt Bay Housing Development Corp	CA	\$491,172	Cfo	\$32,291	\$29,079	2024
Delaware Community Investment	DE	\$491,339	President	\$34,362	\$35,089	2024
Hope And Care Outreach	NV	\$464,124	Ceo	\$82,991	\$89,318	2023
63 Thompson Street Housing Development	NY	\$492,372	President/ceo	\$162,116	\$157,287	2023
Lower East Side Coalition Housing	NY	\$493,039	Secretary	\$125,696	\$118,453	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **308** organizations. Compensation range \$159–\$443,816; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$478,191); for reference, expenses \$34,454 and assets \$1,074,648. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Heather Lafferty Term End 0723, reported title "CEO/EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	177 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	57 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 (Heather Lafferty Term End 0723) 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 308 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,457 is reasonable (approximately the 3rd 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.