

# Williamstown Rural Lands Foundation

Executive Director / CEO

EIN **042940686**  
 MA · NTEE C340  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Robin Sears, Executive Director / CEO** (\$77,368) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

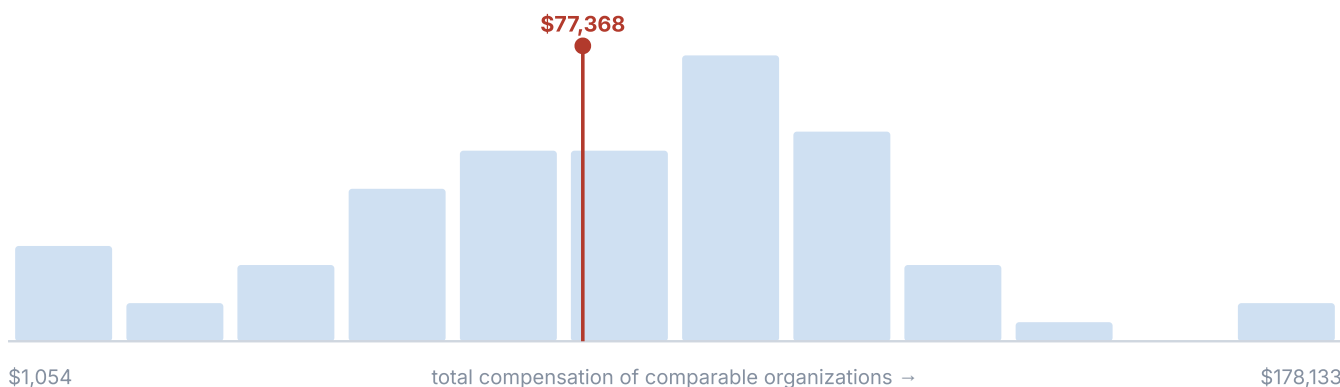
**Benchmarked executive:** Robin Sears — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C340).
BUDGET	Total revenue between \$316,260 and \$708,045 — 0.67x to 1.50x the subject's \$472,030 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

**72** organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$36,910	\$59,121	\$88,911	\$103,519	\$118,474	\$77,368
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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 MA 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
<a href="#">Litchfield Land Trust Inc</a>	CT	\$471,144	Executive Dir.	\$18,944	<b>\$20,350</b>	2023
<a href="#">Tall Pines Conservancy</a>	WI	\$469,217	Executive Director	\$104,476	<b>\$125,008</b>	2023
<a href="#">Alaska Farmland Trust Corporation</a>	AK	\$468,026	Executive Director (07/01/23-05/22/24)	\$100,458	<b>\$106,879</b>	2024
<a href="#">Congaree Land Trust</a>	SC	\$464,575	Executive Di	\$83,355	<b>\$99,629</b>	2023
<a href="#">Armstrong Trails Inc</a>	PA	\$480,308	Executive Director	\$52,083	<b>\$59,506</b>	2023
<a href="#">Southeastern Cave Conservancy Inc</a>	TN	\$459,153	Executive Director	\$63,560	<b>\$74,348</b>	2024
<a href="#">La Plata Open Space Conservancy</a>	CO	\$458,132	Executive Director	\$104,589	<b>\$114,899</b>	2023
<a href="#">Kingston Land Trust Inc</a>	NY	\$487,840	Managing Dir	\$60,760	<b>\$62,904</b>	2023
<a href="#">New River Land Trust</a>	VA	\$453,108	Executive Di	\$84,038	<b>\$90,297</b>	2024
<a href="#">Stamford Land Conservation Trust Inc</a>	CT	\$452,719	Director	\$1,130	<b>\$1,213</b>	2023
<a href="#">St John Land Conservancy Inc</a>	VI	\$491,679	President	\$50,000	<b>\$51,477</b>	2023
<a href="#">Mamoni Valley Preserve</a>	NV	\$494,048	Ceo Through July	\$34,942	<b>\$40,128</b>	2023
<a href="#">Land Savers United</a>	VA	\$448,093	Executive Director	\$122,211	<b>\$127,929</b>	2025
<a href="#">Kinnickinnic River Land Trust Inc</a>	WI	\$445,399	Executive Director	\$42,500	<b>\$49,393</b>	2024
<a href="#">Manada Conservancy</a>	PA	\$438,318	Executive Di	\$78,938	<b>\$90,189</b>	2023
<a href="#">Southeast Alaska Land Trust</a>	AK	\$435,491	Executive Di	\$90,180	<b>\$98,778</b>	2023
<a href="#">Scenic Rivers Land Trust Inc</a>	MD	\$510,200	Executive Director	\$88,410	<b>\$94,697</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mother Lode Land Trust</a>	CA	\$430,183	Executive Dir.	\$60,000	<b>\$57,655</b>	2024
<a href="#">St Croix International Waterway Commission</a>	ME	\$427,550	Executive Director	\$50,526	<b>\$57,964</b>	2023
<a href="#">Taos Land Trust</a>	NM	\$422,542	Executive Di	\$77,377	<b>\$95,349</b>	2023
<a href="#">Boulder Climbing Community</a>	CO	\$421,952	Executive Dir.	\$93,500	<b>\$99,770</b>	2024
<a href="#">Agricultural-natural Resources Trust</a>	CA	\$421,733	Executive Dir.	\$90,405	<b>\$89,438</b>	2023
<a href="#">Cacapon And Lost Rivers Land Tr Inc</a>	WV	\$419,733	Executive Director	\$83,100	<b>\$100,127</b>	2024
<a href="#">Grounded Strategies</a>	PA	\$528,161	Executive Director (Through 11/23)	\$96,368	<b>\$110,102</b>	2023
<a href="#">Pacific Rim Institute For Environmental Stewardship</a>	WA	\$531,618	Ceo	\$90,829	<b>\$93,168</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 72 organizations. Compensation range \$1,054–\$178,133; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$472,030); for reference, expenses \$412,091 and assets \$5,950,247.

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

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	47 <sup>th</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	40 <sup>th</sup>

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 (Robin Sears) 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 72 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,368 is reasonable (approximately the 40<sup>th</sup> 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.