

Cazenovia Preservation Foundation Inc

Executive Director / CEO

EIN 166101151

NY · NTEE C340

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Wong, Executive Director / CEO** (\$43,875) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

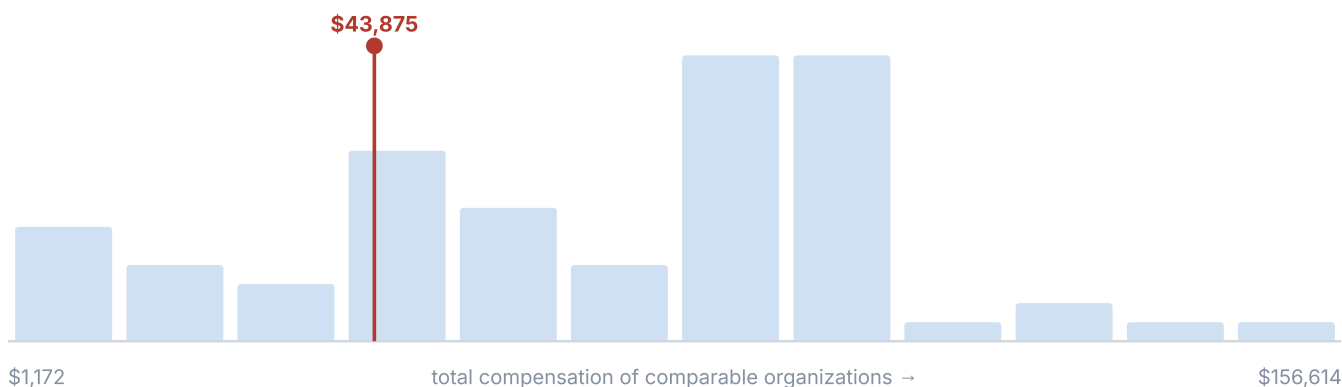
Benchmarked executive: Jennifer Wong — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C340).
BUDGET	Total revenue between \$204,609 and \$458,082 — 0.67x to 1.50x the subject's \$305,388 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,115	\$44,974	\$79,669	\$94,196	\$100,108	\$43,875
----------	----------	----------	----------	-----------	----------



● 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 NY 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
Indigenous Conservation Council	VA	\$302,230	Executive Director	\$43,333	\$44,974	2024
Texas Land Trust Council	TX	\$300,632	Executive Director	\$141,477	\$156,614	2023
Kansas Land Trust Inc	KS	\$313,442	Executive Di	\$83,440	\$99,757	2023
Roaring Fork Safe Passages	CO	\$294,998	Executive Director	\$84,728	\$87,329	2024
Dover Land Conservation Trust	MA	\$293,352	Executive Secretary	\$7,510	\$7,468	2023
Waukesha County Land Conservancy Inc	WI	\$289,154	Executive Director	\$70,969	\$79,669	2024
Utah Dine Bikeyah	UT	\$324,369	Executive Dir.	\$130,000	\$143,017	2024
Sundance Nature Alliance	UT	\$285,075	Executive Di	\$75,000	\$82,510	2024
South Hero Land Trust Inc	VT	\$328,626	Executive Director	\$53,479	\$59,569	2023
Northern California Regional Land Trust	CA	\$328,743	Executive Director	\$97,154	\$87,852	2025
Bolsa Chica Land Trust	CA	\$331,328	Executive Dir.	\$67,644	\$64,640	2023
Lincoln Land Conservation Trust	MA	\$279,228	Executive Director	\$22,520	\$21,753	2024
Kent Land Trust Inc	CT	\$335,603	Executive Director	\$48,750	\$49,132	2024
Center For Whole Communities Inc	VT	\$336,563	Sr Strategist	\$86,918	\$94,037	2024
Red River Gorge Climbers' Coalition Inc	KY	\$339,182	Executive Director	\$72,958	\$84,255	2024
Block Island Conservancy Inc	RI	\$269,646	Executive Director	\$53,365	\$55,003	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Glacier-two Medicine Alliance	MT	\$266,036	Executive Dir.	\$67,500	\$80,521	2023
Kahaluu Kuahewa	HI	\$264,425	Executive Di	\$57,793	\$55,618	2024
Land Trust Of The Treasure Valley	ID	\$263,019	Executive Director (1 Month)	\$84,000	\$98,888	2023
Wareham Land Trust Inc	MA	\$262,864	Executive Dir.	\$47,878	\$47,613	2023
Southeast Michigan Land Conservancy	MI	\$262,599	Executive Director	\$88,281	\$100,839	2023
Land Conservation Foundation	IL	\$262,318	Executive Director	\$36,511	\$38,584	2024
River Fields Inc	KY	\$349,378	President And Ceo	\$76,161	\$90,552	2023
Bear-paw Regional Greenways	NH	\$350,074	Executive Director	\$71,790	\$71,253	2024
Virginias United Land Trusts	VA	\$259,231	Executive Dir.	\$98,537	\$99,632	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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 NY 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 69 organizations. Compensation range \$1,172–\$156,614; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$305,388); for reference, expenses \$204,756 and assets \$1,177,480.

ROLE MATCH Jennifer Wong, reported title *"Executive Director"*, 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23 rd
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	19 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 (Jennifer Wong) 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 69 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,875 is reasonable (approximately the 23rd 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.