

# Maricopa Trail & Park Foundation

Executive Director / CEO

EIN 200707991

AZ · NTEE C34

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jan Hancock - Until 052025, Executive Director / CEO** (\$18,430) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

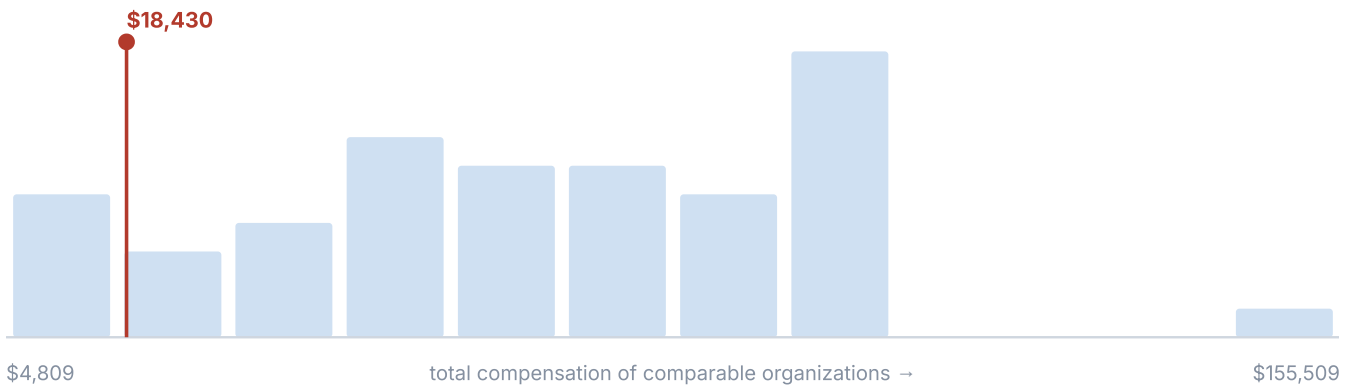
**Benchmarked executive:** Jan Hancock - Until 052025 — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

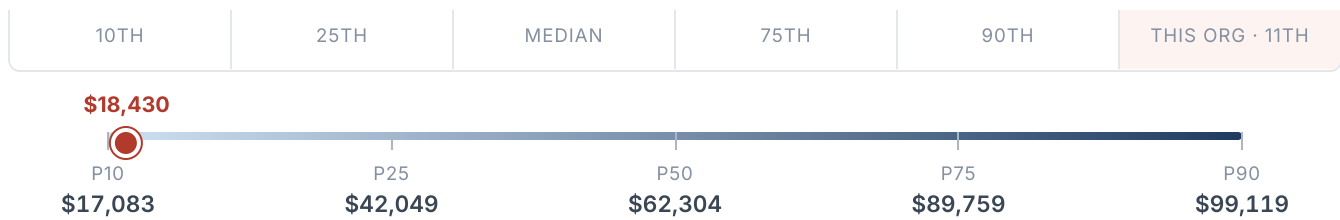
- SECTOR Organizations sharing the subject's NTEE classification (C34).
- BUDGET Total revenue between \$140,491 and \$314,533 — 0.67x to 1.50x the subject's \$209,689 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$17,083</b>	<b>\$42,049</b>	<b>\$62,304</b>	<b>\$89,759</b>	<b>\$99,119</b>	<b>\$18,430</b>
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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 AZ 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="#">Land Health Institute</a>	PA	\$211,124	Executive Di	\$20,443	<b>\$21,759</b>	2024
<a href="#">Upper Savannah Land Trust</a>	SC	\$207,068	Executive Di	\$35,860	<b>\$41,108</b>	2023
<a href="#">The Intertwine Alliance Foundation</a>	OR	\$206,864	Co-director	\$96,453	<b>\$95,601</b>	2024
<a href="#">Katawba Valley Land Trust</a>	SC	\$205,614	Executive Di	\$84,000	<b>\$93,532</b>	2024
<a href="#">San Miguel Conservation Foundation</a>	CO	\$205,222	Executive Di	\$40,800	<b>\$42,989</b>	2023
<a href="#">Three Rivers Land Trust</a>	ME	\$214,866	Executive Director, Outgoing	\$28,719	<b>\$31,600</b>	2023
<a href="#">Friends Of The Amargosa Basin</a>	CA	\$203,322	Executive Dir.	\$64,480	<b>\$59,426</b>	2024
<a href="#">Nation Ford Land Trust</a>	SC	\$216,144	Director	\$44,162	<b>\$47,905</b>	2025
<a href="#">Tejon Ranch Conservancy</a>	CA	\$202,988	President & Ceo	\$65,663	<b>\$62,304</b>	2023
<a href="#">Er'-nerr' Land Fund</a>	CA	\$202,000	Chair	\$11,185	<b>\$10,308</b>	2024
<a href="#">Simsbury Land Trust Inc</a>	CT	\$217,828	Executive Director	\$7,866	<b>\$7,669</b>	2025
<a href="#">Maine Appalachian Trail Land Trust</a>	ME	\$218,450	Executive Director	\$92,837	<b>\$99,219</b>	2024
<a href="#">Glacial Lakes Conservancy Inc</a>	WI	\$200,064	Executive Director	\$63,600	<b>\$70,893</b>	2024
<a href="#">Androscoggin Land Trust Inc</a>	ME	\$196,823	Executive Director	\$72,345	<b>\$77,318</b>	2024
<a href="#">Human Access Project</a>	OR	\$226,653	Ringleader	\$60,000	<b>\$59,470</b>	2024
<a href="#">Trans Cascadia Inc</a>	ID	\$229,395	President	\$5,164	<b>\$5,864</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Maine Wilderness Watershed Trust Inc</a>	ME	\$231,548	Director	\$4,500	<b>\$4,809</b>	2024
<a href="#">Oconee River Land Trust</a>	GA	\$235,611	Exec Director	\$68,333	<b>\$75,499</b>	2023
<a href="#">Green Earth Inc</a>	IL	\$236,353	Executive Dir.	\$43,667	<b>\$44,638</b>	2025
<a href="#">The Hillside Trust</a>	OH	\$237,694	Executive Director	\$78,000	<b>\$90,780</b>	2023
<a href="#">Xa Kako Dile Inc</a>	CA	\$238,623	Executive Director	\$28,016	<b>\$26,583</b>	2023
<a href="#">Bangor Land Trust</a>	ME	\$177,543	Executive Di	\$65,354	<b>\$69,846</b>	2024
<a href="#">El Rio De Los Reyes En Reedley</a>	CA	\$174,718	Executive Dir.	\$112,429	<b>\$103,618</b>	2024
<a href="#">Cherry Hills Land Preserve Inc</a>	CO	\$173,076	Executive Director	\$58,333	<b>\$61,463</b>	2023
<a href="#">Great Plains Restoration Council</a>	TX	\$247,029	Ex Dir/founder	\$83,116	<b>\$88,738</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2025 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 AZ 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	<b>47</b> organizations. Compensation range \$4,809–\$155,509; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$209,689); for reference, expenses \$192,771 and assets \$68,800.
ROLE MATCH	Jan Hancock - Until 052025, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 3 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	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	9 <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 (Jan Hancock - Until 052025) 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 47 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,430 is reasonable (approximately the 11<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.