

Alaska Farmland Trust Corporation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Amy O'connor, Executive Director / CEO** (\$100,458) 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 **79th** percentile of comparable organizations within the typical range

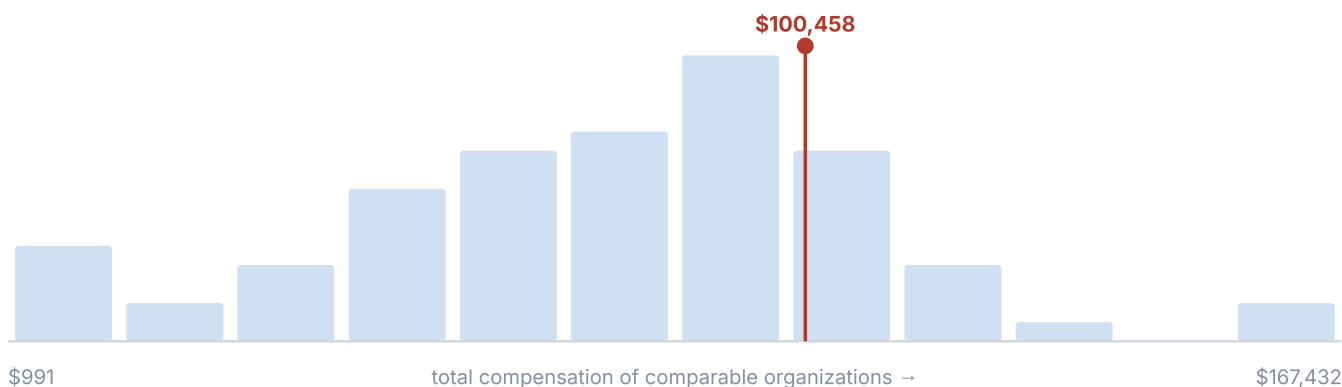
Benchmarked executive: Amy O'connor — reported title "Executive Director (07/01/23-05/22/24)", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C34).
BUDGET	Total revenue between \$313,577 and \$702,039 — 0.67x to 1.50x the subject's \$468,026 (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



\$34,694	\$55,569	\$82,707	\$94,760	\$111,357	\$100,458
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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 AK 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
Tall Pines Conservancy	WI	\$469,217	Executive Director	\$104,476	\$117,498	2023
Litchfield Land Trust Inc	CT	\$471,144	Executive Dir.	\$18,944	\$19,128	2023
Congaree Land Trust	SC	\$464,575	Executive Di	\$83,355	\$93,644	2023
Williamstown Rural Lands Foundation	MA	\$472,030	Executive Di	\$77,368	\$72,720	2024
Southeastern Cave Conservancy Inc	TN	\$459,153	Executive Director	\$63,560	\$69,882	2024
La Plata Open Space Conservancy	CO	\$458,132	Executive Director	\$104,589	\$107,997	2023
Armstrong Trails Inc	PA	\$480,308	Executive Director	\$52,083	\$55,931	2023
New River Land Trust	VA	\$453,108	Executive Di	\$84,038	\$84,873	2024
Stamford Land Conservation Trust Inc	CT	\$452,719	Director	\$1,130	\$1,141	2023
Kingston Land Trust Inc	NY	\$487,840	Managing Dir	\$60,760	\$59,125	2023
Land Savers United	VA	\$448,093	Executive Director	\$122,211	\$120,243	2025
Kinnickinnic River Land Trust Inc	WI	\$445,399	Executive Director	\$42,500	\$46,426	2024
St John Land Conservancy Inc	VI	\$491,679	President	\$50,000	\$51,477	2023
Mamoni Valley Preserve	NV	\$494,048	Ceo Through July	\$34,942	\$37,717	2023
Manada Conservancy	PA	\$438,318	Executive Di	\$78,938	\$84,771	2023
Southeast Alaska Land Trust	AK	\$435,491	Executive Di	\$90,180	\$92,844	2023
Mother Lode Land Trust	CA	\$430,183	Executive Dir.	\$60,000	\$54,192	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Croix International Waterway Commission	ME	\$427,550	Executive Director	\$50,526	\$54,482	2023
Scenic Rivers Land Trust Inc	MD	\$510,200	Executive Director	\$88,410	\$89,008	2023
Taos Land Trust	NM	\$422,542	Executive Di	\$77,377	\$89,621	2023
Boulder Climbing Community	CO	\$421,952	Executive Dir.	\$93,500	\$93,777	2024
Agricultural-natural Resources Trust	CA	\$421,733	Executive Dir.	\$90,405	\$84,065	2023
Cacapon And Lost Rivers Land Tr Inc	WV	\$419,733	Executive Director	\$83,100	\$94,112	2024
Hilltown Land Trust Inc	MA	\$409,978	Executive Director	\$1,979	\$1,860	2024
Grounded Strategies	PA	\$528,161	Executive Director (Through 11/23)	\$96,368	\$103,488	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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	72 organizations. Compensation range \$991–\$167,432; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$468,026); for reference, expenses \$303,779 and assets \$181,478.
ROLE MATCH	Amy O'connor, reported title " <i>Executive Director (07/01/23-05/22/24)</i> ", 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	79 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	78 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 (Amy O'connor) 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 \$100,458 is reasonable (approximately the 79th 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.