

# Stamford Land Conservation Trust Inc

Executive Director / CEO

EIN 237169603  
 CT · NTEE C340  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Aubrey Carter, Executive Director / CEO** (\$1,130) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

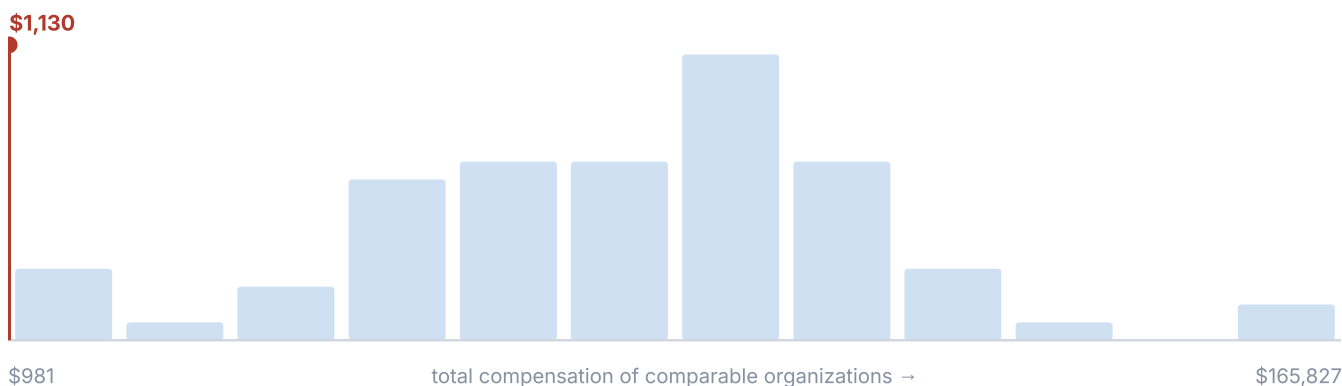
**Benchmarked executive:** Aubrey Carter — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C340).
BUDGET	Total revenue between \$303,321 and \$679,078 — 0.67x to 1.50x the subject's \$452,719 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

**70** organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$40,053	\$57,697	\$83,039	\$96,050	\$111,031	\$1,130
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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 CT 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="#">New River Land Trust</a>	VA	\$453,108	Executive Di	\$84,038	<b>\$84,059</b>	2024
<a href="#">Land Savers United</a>	VA	\$448,093	Executive Director	\$122,211	<b>\$119,090</b>	2025
<a href="#">La Plata Open Space Conservancy</a>	CO	\$458,132	Executive Director	\$104,589	<b>\$106,961</b>	2023
<a href="#">Southeastern Cave Conservancy Inc</a>	TN	\$459,153	Executive Director	\$63,560	<b>\$69,211</b>	2024
<a href="#">Kinnickinnic River Land Trust Inc</a>	WI	\$445,399	Executive Director	\$42,500	<b>\$45,981</b>	2024
<a href="#">Congaree Land Trust</a>	SC	\$464,575	Executive Di	\$83,355	<b>\$92,746</b>	2023
<a href="#">Manada Conservancy</a>	PA	\$438,318	Executive Di	\$78,938	<b>\$83,958</b>	2023
<a href="#">Alaska Farmland Trust Corporation</a>	AK	\$468,026	Executive Director (07/01/23-05/22/24)	\$100,458	<b>\$99,495</b>	2024
<a href="#">Tall Pines Conservancy</a>	WI	\$469,217	Executive Director	\$104,476	<b>\$116,371</b>	2023
<a href="#">Southeast Alaska Land Trust</a>	AK	\$435,491	Executive Di	\$90,180	<b>\$91,953</b>	2023
<a href="#">Litchfield Land Trust Inc</a>	CT	\$471,144	Executive Dir.	\$18,944	<b>\$18,944</b>	2023
<a href="#">Williamstown Rural Lands Foundation</a>	MA	\$472,030	Executive Di	\$77,368	<b>\$72,023</b>	2024
<a href="#">Mother Lode Land Trust</a>	CA	\$430,183	Executive Dir.	\$60,000	<b>\$53,673</b>	2024
<a href="#">St Croix International Waterway Commission</a>	ME	\$427,550	Executive Director	\$50,526	<b>\$53,960</b>	2023
<a href="#">Armstrong Trails Inc</a>	PA	\$480,308	Executive Director	\$52,083	<b>\$55,395</b>	2023
<a href="#">Taos Land Trust</a>	NM	\$422,542	Executive Di	\$77,377	<b>\$88,761</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Boulder Climbing Community</a>	CO	\$421,952	Executive Dir.	\$93,500	<b>\$92,878</b>	2024
<a href="#">Agricultural-natural Resources Trust</a>	CA	\$421,733	Executive Dir.	\$90,405	<b>\$83,259</b>	2023
<a href="#">Cacapon And Lost Rivers Land Tr Inc</a>	WV	\$419,733	Executive Director	\$83,100	<b>\$93,210</b>	2024
<a href="#">Kingston Land Trust Inc</a>	NY	\$487,840	Managing Dir	\$60,760	<b>\$58,558</b>	2023
<a href="#">St John Land Conservancy Inc</a>	VI	\$491,679	President	\$50,000	<b>\$50,000</b>	2023
<a href="#">Mamoni Valley Preserve</a>	NV	\$494,048	Ceo Through July	\$34,942	<b>\$37,356</b>	2023
<a href="#">Hilltown Land Trust Inc</a>	MA	\$409,978	Executive Director	\$1,979	<b>\$1,842</b>	2024
<a href="#">Archangel Ancient Tree Archive</a>	MI	\$403,111	Executive Di	\$85,000	<b>\$90,887</b>	2024
<a href="#">Ohio Land Bank Association</a>	OH	\$396,642	Executive Di	\$86,884	<b>\$98,147</b>	2023

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

## Sample, role match & sensitivity

**PEER COUNT** 70 organizations. Compensation range \$981–\$165,827; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$452,719); for reference, expenses \$66,213 and assets \$54,130,926. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Aubrey Carter, reported title "*Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	4 <sup>th</sup>
All sources (D + E + F), adjusted	1 <sup>st</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 (Aubrey Carter) 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 70 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,130 is reasonable (approximately the 1<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.