

# Tejon Ranch Conservancy

Executive Director / CEO

EIN 262839563

CA · NTEE C34

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jaron Cramer, Executive Director / CEO** (\$65,663) 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 **51<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Jaron Cramer — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (C34).

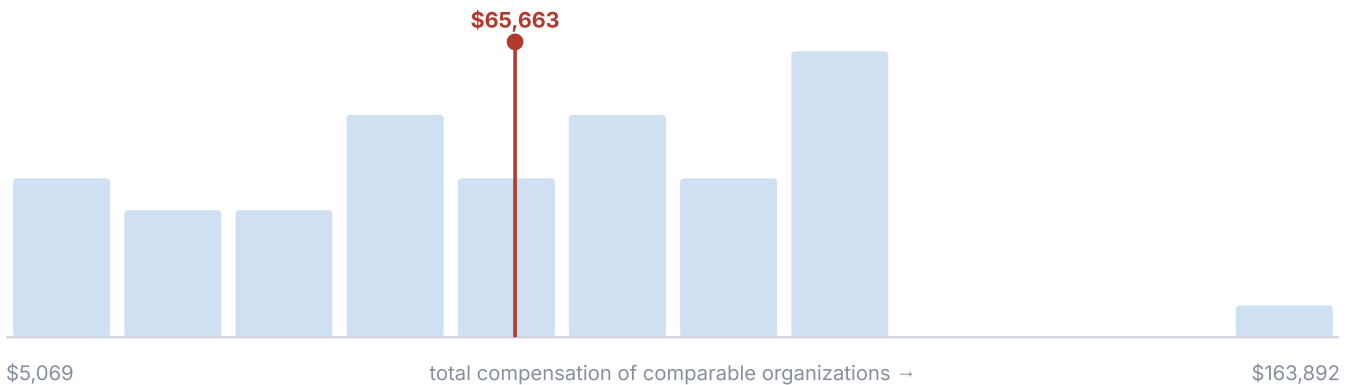
**BUDGET** Total revenue between \$136,001 and \$304,482 — 0.67x to 1.50x the subject's \$202,988 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

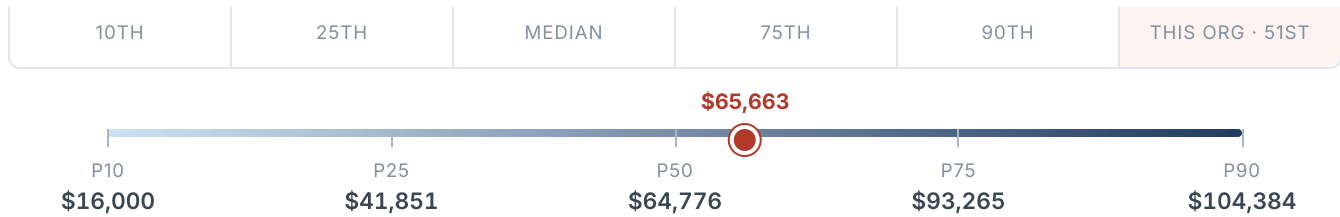
**47** organizations qualified on sector, size, and geography

→ **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,000	\$41,851	\$64,776	\$93,265	\$104,384	\$65,663
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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 CA 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="#">Friends Of The Amargosa Basin</a>	CA	\$203,322	Executive Dir.	\$64,480	<b>\$62,630</b>	2024
<a href="#">Er'-nerr' Land Fund</a>	CA	\$202,000	Chair	\$11,185	<b>\$10,864</b>	2024
<a href="#">San Miguel Conservation Foundation</a>	CO	\$205,222	Executive Di	\$40,800	<b>\$45,307</b>	2023
<a href="#">Katawba Valley Land Trust</a>	SC	\$205,614	Executive Di	\$84,000	<b>\$98,573</b>	2024
<a href="#">Glacial Lakes Conservancy Inc</a>	WI	\$200,064	Executive Director	\$63,600	<b>\$74,714</b>	2024
<a href="#">The Intertwine Alliance Foundation</a>	OR	\$206,864	Co-director	\$96,453	<b>\$100,755</b>	2024
<a href="#">Upper Savannah Land Trust</a>	SC	\$207,068	Executive Di	\$35,860	<b>\$43,324</b>	2023
<a href="#">Androscoggin Land Trust Inc</a>	ME	\$196,823	Executive Director	\$72,345	<b>\$81,486</b>	2024
<a href="#">Maricopa Trail &amp; Park Foundation</a>	AZ	\$209,689	Director	\$18,430	<b>\$19,424</b>	2025
<a href="#">Land Health Institute</a>	PA	\$211,124	Executive Di	\$20,443	<b>\$22,931</b>	2024
<a href="#">Three Rivers Land Trust</a>	ME	\$214,866	Executive Director, Outgoing	\$28,719	<b>\$33,303</b>	2023
<a href="#">Nation Ford Land Trust</a>	SC	\$216,144	Director	\$44,162	<b>\$50,488</b>	2025
<a href="#">Simsbury Land Trust Inc</a>	CT	\$217,828	Executive Director	\$7,866	<b>\$8,082</b>	2025
<a href="#">Maine Appalachian Trail Land Trust</a>	ME	\$218,450	Executive Director	\$92,837	<b>\$104,568</b>	2024
<a href="#">Human Access Project</a>	OR	\$226,653	Ringleader	\$60,000	<b>\$62,676</b>	2024
<a href="#">Bangor Land Trust</a>	ME	\$177,543	Executive Di	\$65,354	<b>\$73,612</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Trans Cascadia Inc</a>	ID	\$229,395	President	\$5,164	<b>\$6,179</b>	2024
<a href="#">El Rio De Los Reyes En Reedley</a>	CA	\$174,718	Executive Dir.	\$112,429	<b>\$109,203</b>	2024
<a href="#">Maine Wilderness Watershed Trust Inc</a>	ME	\$231,548	Director	\$4,500	<b>\$5,069</b>	2024
<a href="#">Cherry Hills Land Preserve Inc</a>	CO	\$173,076	Executive Director	\$58,333	<b>\$64,776</b>	2023
<a href="#">Oconee River Land Trust</a>	GA	\$235,611	Exec Director	\$68,333	<b>\$79,569</b>	2023
<a href="#">Green Earth Inc</a>	IL	\$236,353	Executive Dir.	\$43,667	<b>\$47,045</b>	2025
<a href="#">The Hillside Trust</a>	OH	\$237,694	Executive Director	\$78,000	<b>\$95,673</b>	2023
<a href="#">Xa Kako Dile Inc</a>	CA	\$238,623	Executive Director	\$28,016	<b>\$28,016</b>	2023
<a href="#">Maine Mountain Collaborative</a>	ME	\$166,384	Executive Director	\$94,500	<b>\$106,441</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 47 organizations. Compensation range \$5,069–\$163,892; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$202,988); for reference, expenses \$398,188 and assets \$2,857,513. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Jaron Cramer, reported title "*President & CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	51 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	47 <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 (Jaron Cramer) 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 \$65,663 is reasonable (approximately the 51<sup>st</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.