

Bangor Land Trust

Executive Director / CEO

EIN 330997433

ME · NTEE C34

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Ostrowski, Executive Director / CEO** (\$65,354) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

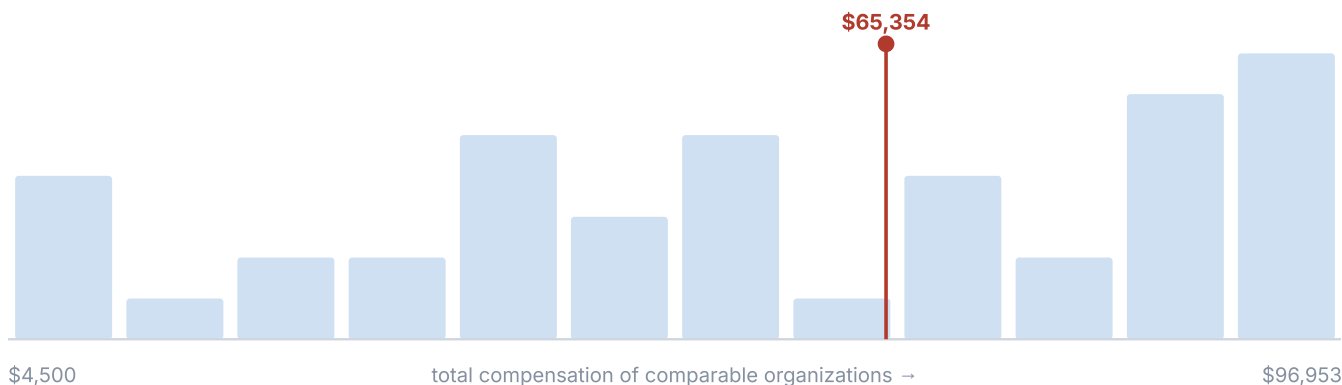
Benchmarked executive: Robert Ostrowski — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C34).
BUDGET	Total revenue between \$118,953 and \$266,314 — 0.67x to 1.50x the subject's \$177,543 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,556	\$38,904	\$57,903	\$84,463	\$92,496	\$65,354
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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 ME 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
El Rio De Los Reyes En Reedley	CA	\$174,718	Executive Dir.	\$112,429	\$96,953	2024
Cherry Hills Land Preserve Inc	CO	\$173,076	Executive Director	\$58,333	\$57,509	2023
Maine Mountain Collaborative	ME	\$166,384	Executive Director	\$94,500	\$94,500	2024
San Bernardino Mountains Land Trust	CA	\$164,664	Secretary	\$70,958	\$62,998	2023
Androscoggin Land Trust Inc	ME	\$196,823	Executive Director	\$72,345	\$72,345	2024
Glacial Lakes Conservancy Inc	WI	\$200,064	Executive Director	\$63,600	\$66,333	2024
Er'-nerr' Land Fund	CA	\$202,000	Chair	\$11,185	\$9,645	2024
Tejon Ranch Conservancy	CA	\$202,988	President & Ceo	\$65,663	\$58,297	2023
Friends Of The Amargosa Basin	CA	\$203,322	Executive Dir.	\$64,480	\$55,604	2024
San Miguel Conservation Foundation	CO	\$205,222	Executive Di	\$40,800	\$40,224	2023
Katawba Valley Land Trust	SC	\$205,614	Executive Di	\$84,000	\$87,515	2024
The Intertwine Alliance Foundation	OR	\$206,864	Co-director	\$96,453	\$89,452	2024
Upper Savannah Land Trust	SC	\$207,068	Executive Di	\$35,860	\$38,464	2023
Maricopa Trail & Park Foundation	AZ	\$209,689	Director	\$18,430	\$17,245	2025
Land Health Institute	PA	\$211,124	Executive Di	\$20,443	\$20,359	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Three Rivers Land Trust	ME	\$214,866	Executive Director, Outgoing	\$28,719	\$29,567	2023
Nation Ford Land Trust	SC	\$216,144	Director	\$44,162	\$44,824	2025
Southeast Regional Land Conservancy	NC	\$138,702	Interim Exec	\$68,384	\$72,649	2023
Simsbury Land Trust Inc	CT	\$217,828	Executive Director	\$7,866	\$7,175	2025
Maine Appalachian Trail Land Trust	ME	\$218,450	Executive Director	\$92,837	\$92,837	2024
Central Savannah River Land Trust Inc	GA	\$136,548	Executive Director	\$48,000	\$48,199	2024
Midwest Mitigation Oversight Association	MO	\$132,720	Executive Director	\$81,000	\$88,208	2023
Forever Maryland Inc	MD	\$132,026	Executive Director	\$82,488	\$75,030	2025
Human Access Project	OR	\$226,653	Ringleader	\$60,000	\$55,645	2024
Land Trust Of Bucks County	PA	\$127,400	Executive Di	\$41,637	\$42,691	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 42 organizations. Compensation range \$4,500–\$96,953; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$177,543); for reference, expenses \$160,566 and assets \$1,347,201.

ROLE MATCH Robert Ostrowski, reported title "*EXECUTIVE DI*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	55 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	52 nd

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 (Robert Ostrowski) 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 42 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,354 is reasonable (approximately the 55th 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.