

Land Health Institute

Executive Director / CEO

EIN 462655132

PA · NTEE C34

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Scott Quitel, Executive Director / CEO** (\$20,443) 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 **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Scott Quitel — 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).

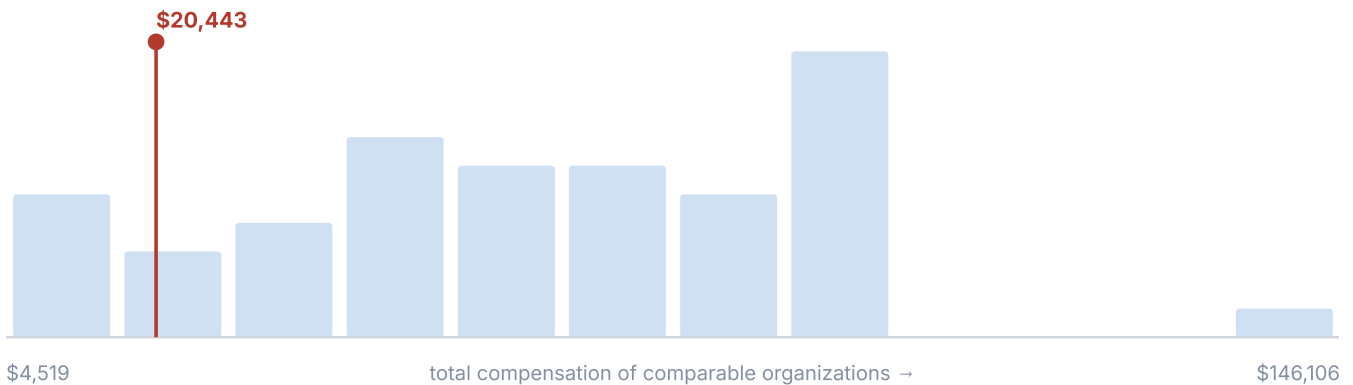
BUDGET Total revenue between \$141,453 and \$316,686 — 0.67x to 1.50x the subject's \$211,124 (the band tightens as size grows).

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



\$14,264	\$39,506	\$58,537	\$84,332	\$93,126	\$20,443
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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 PA 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
Maricopa Trail & Park Foundation	AZ	\$209,689	Director	\$18,430	\$17,316	2025
Three Rivers Land Trust	ME	\$214,866	Executive Director, Outgoing	\$28,719	\$29,689	2023
Upper Savannah Land Trust	SC	\$207,068	Executive Di	\$35,860	\$38,622	2023
The Intertwine Alliance Foundation	OR	\$206,864	Co-director	\$96,453	\$89,820	2024
Nation Ford Land Trust	SC	\$216,144	Director	\$44,162	\$45,009	2025
Katawba Valley Land Trust	SC	\$205,614	Executive Di	\$84,000	\$87,876	2024
San Miguel Conservation Foundation	CO	\$205,222	Executive Di	\$40,800	\$40,389	2023
Simsbury Land Trust Inc	CT	\$217,828	Executive Director	\$7,866	\$7,205	2025
Maine Appalachian Trail Land Trust	ME	\$218,450	Executive Director	\$92,837	\$93,219	2024
Friends Of The Amargosa Basin	CA	\$203,322	Executive Dir.	\$64,480	\$55,833	2024
Tejon Ranch Conservancy	CA	\$202,988	President & Ceo	\$65,663	\$58,537	2023
Er'-nerr' Land Fund	CA	\$202,000	Chair	\$11,185	\$9,685	2024
Glacial Lakes Conservancy Inc	WI	\$200,064	Executive Director	\$63,600	\$66,606	2024
Androscoggin Land Trust Inc	ME	\$196,823	Executive Director	\$72,345	\$72,643	2024
Human Access Project	OR	\$226,653	Ringleader	\$60,000	\$55,874	2024
Trans Cascadia Inc	ID	\$229,395	President	\$5,164	\$5,509	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maine Wilderness Watershed Trust Inc	ME	\$231,548	Director	\$4,500	\$4,519	2024
Oconee River Land Trust	GA	\$235,611	Exec Director	\$68,333	\$70,933	2023
Green Earth Inc	IL	\$236,353	Executive Dir.	\$43,667	\$41,939	2025
The Hillside Trust	OH	\$237,694	Executive Director	\$78,000	\$85,290	2023
Xa Kako Dile Inc	CA	\$238,623	Executive Director	\$28,016	\$24,976	2023
Bangor Land Trust	ME	\$177,543	Executive Di	\$65,354	\$65,623	2024
Great Plains Restoration Council	TX	\$247,029	Ex Dir/founder	\$83,116	\$83,373	2024
Wilton Land Conservation Trust	CT	\$247,293	Executive Director	\$92,500	\$89,538	2023
El Rio De Los Reyes En Reedley	CA	\$174,718	Executive Dir.	\$112,429	\$97,352	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	47 organizations. Compensation range \$4,519–\$146,106; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$211,124); for reference, expenses \$240,682 and assets \$41,528.
ROLE MATCH	Scott Quitel, reported title "EXECUTIVE DI", 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	15 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	11 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 (Scott Quitel) 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 10, 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 \$20,443 is reasonable (approximately the 15th 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 10, 2026.