

New River Land Trust

Executive Director / CEO

EIN 542053383

VA · NTEE C34

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John R Eustis, Executive Director / CEO** (\$84,038) 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 **56th** percentile of comparable organizations within the typical range

Benchmarked executive: John R Eustis — 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).

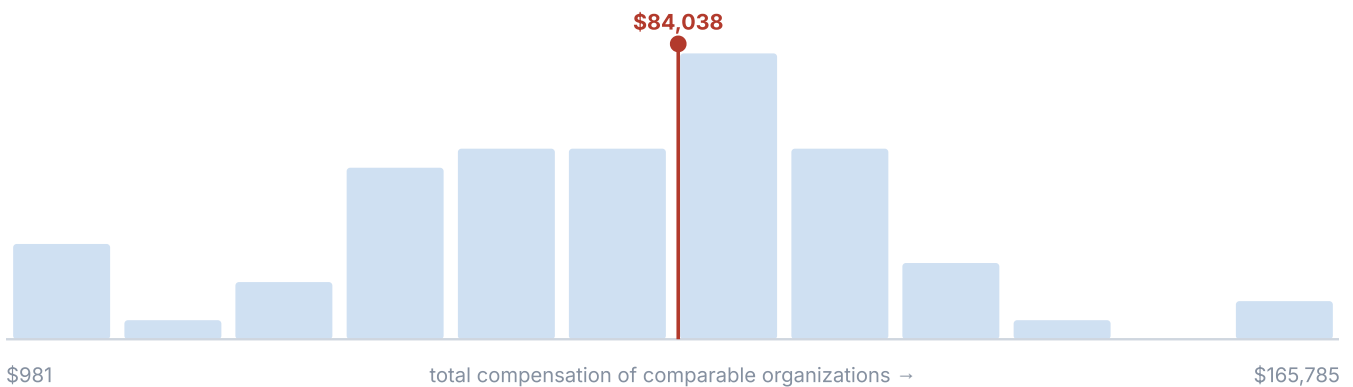
BUDGET Total revenue between \$303,582 and \$679,662 — 0.67x to 1.50x the subject's \$453,108 (the band tightens as size grows).

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



\$37,282	\$55,885	\$82,036	\$96,026	\$111,004	\$84,038
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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 VA 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
Stamford Land Conservation Trust Inc	CT	\$452,719	Director	\$1,130	\$1,129	2023
Land Savers United	VA	\$448,093	Executive Director	\$122,211	\$119,061	2025
La Plata Open Space Conservancy	CO	\$458,132	Executive Director	\$104,589	\$106,935	2023
Southeastern Cave Conservancy Inc	TN	\$459,153	Executive Director	\$63,560	\$69,195	2024
Kinnickinnic River Land Trust Inc	WI	\$445,399	Executive Director	\$42,500	\$45,969	2024
Congaree Land Trust	SC	\$464,575	Executive Di	\$83,355	\$92,723	2023
Manada Conservancy	PA	\$438,318	Executive Di	\$78,938	\$83,937	2023
Alaska Farmland Trust Corporation	AK	\$468,026	Executive Director (07/01/23-05/22/24)	\$100,458	\$99,470	2024
Tall Pines Conservancy	WI	\$469,217	Executive Director	\$104,476	\$116,343	2023
Southeast Alaska Land Trust	AK	\$435,491	Executive Di	\$90,180	\$91,931	2023
Litchfield Land Trust Inc	CT	\$471,144	Executive Dir.	\$18,944	\$18,940	2023
Williamstown Rural Lands Foundation	MA	\$472,030	Executive Di	\$77,368	\$72,005	2024
Mother Lode Land Trust	CA	\$430,183	Executive Dir.	\$60,000	\$53,659	2024
St Croix International Waterway Commission	ME	\$427,550	Executive Director	\$50,526	\$53,947	2023
Armstrong Trails Inc	PA	\$480,308	Executive Director	\$52,083	\$55,381	2023
Taos Land Trust	NM	\$422,542	Executive Di	\$77,377	\$88,740	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boulder Climbing Community	CO	\$421,952	Executive Dir.	\$93,500	\$92,855	2024
Agricultural-natural Resources Trust	CA	\$421,733	Executive Dir.	\$90,405	\$83,238	2023
Cacapon And Lost Rivers Land Tr Inc	WV	\$419,733	Executive Director	\$83,100	\$93,187	2024
Kingston Land Trust Inc	NY	\$487,840	Managing Dir	\$60,760	\$58,544	2023
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	\$37,346	2023
Hilltown Land Trust Inc	MA	\$409,978	Executive Director	\$1,979	\$1,842	2024
Archangel Ancient Tree Archive	MI	\$403,111	Executive Di	\$85,000	\$90,865	2024
Ohio Land Bank Association	OH	\$396,642	Executive Di	\$86,884	\$98,122	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	70 organizations. Compensation range \$981–\$165,785; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$453,108); for reference, expenses \$421,878 and assets \$3,234,222.
ROLE MATCH	John R Eustis, 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.
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	56 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	56 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 (John R Eustis) 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 \$84,038 is reasonable (approximately the 56th 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.