

Southeastern Cave Conservancy Inc

Executive Director / CEO

EIN 581950768

TN · NTEE C340

FY ending 2024-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Ray Knott, Executive Director / CEO** (\$63,560) 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 **36th** percentile of comparable organizations within the typical range

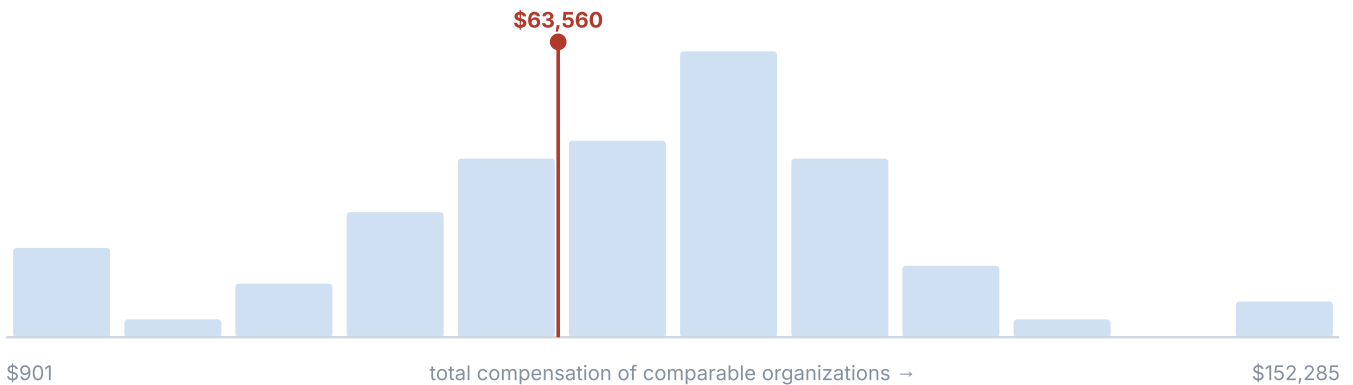
Benchmarked executive: Ray Knott — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C340).
BUDGET	Total revenue between \$307,632 and \$688,729 — 0.67x to 1.50x the subject's \$459,153 (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



\$34,247	\$52,986	\$76,258	\$88,207	\$101,965	\$63,560
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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 TN 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
La Plata Open Space Conservancy	CO	\$458,132	Executive Director	\$104,589	\$98,227	2023
Congaree Land Trust	SC	\$464,575	Executive Di	\$83,355	\$85,172	2023
New River Land Trust	VA	\$453,108	Executive Di	\$84,038	\$77,195	2024
Stamford Land Conservation Trust Inc	CT	\$452,719	Director	\$1,130	\$1,037	2023
Alaska Farmland Trust Corporation	AK	\$468,026	Executive Director (07/01/23-05/22/24)	\$100,458	\$91,370	2024
Tall Pines Conservancy	WI	\$469,217	Executive Director	\$104,476	\$106,869	2023
Land Savers United	VA	\$448,093	Executive Director	\$122,211	\$109,366	2025
Litchfield Land Trust Inc	CT	\$471,144	Executive Dir.	\$18,944	\$17,397	2023
Williamstown Rural Lands Foundation	MA	\$472,030	Executive Di	\$77,368	\$66,142	2024
Kinnickinnic River Land Trust Inc	WI	\$445,399	Executive Director	\$42,500	\$42,226	2024
Manada Conservancy	PA	\$438,318	Executive Di	\$78,938	\$77,102	2023
Armstrong Trails Inc	PA	\$480,308	Executive Director	\$52,083	\$50,871	2023
Southeast Alaska Land Trust	AK	\$435,491	Executive Di	\$90,180	\$84,445	2023
Kingston Land Trust Inc	NY	\$487,840	Managing Dir	\$60,760	\$53,776	2023
Mother Lode Land Trust	CA	\$430,183	Executive Dir.	\$60,000	\$49,290	2024
St Croix International Waterway Commission	ME	\$427,550	Executive Director	\$50,526	\$49,554	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
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	\$34,305	2023
Taos Land Trust	NM	\$422,542	Executive Di	\$77,377	\$81,514	2023
Boulder Climbing Community	CO	\$421,952	Executive Dir.	\$93,500	\$85,293	2024
Agricultural-natural Resources Trust	CA	\$421,733	Executive Dir.	\$90,405	\$76,460	2023
Cacapon And Lost Rivers Land Tr Inc	WV	\$419,733	Executive Director	\$83,100	\$85,599	2024
Hilltown Land Trust Inc	MA	\$409,978	Executive Director	\$1,979	\$1,692	2024
Scenic Rivers Land Trust Inc	MD	\$510,200	Executive Director	\$88,410	\$80,956	2023
Archangel Ancient Tree Archive	MI	\$403,111	Executive Di	\$85,000	\$83,466	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 \$901–\$152,285; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$459,153); for reference, expenses \$336,500 and assets \$5,713,656.
ROLE MATCH	Ray Knott, reported title <i>"EXECUTIVE DIRECTOR"</i> , 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	36 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	36 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 (Ray Knott) 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 \$63,560 is reasonable (approximately the 36th 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.