

St John Land Conservancy Inc

Executive Director / CEO

EIN 660764277

VI · NTEE C34

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lawrence J Taft, Executive Director / CEO** (\$50,000) 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 21st percentile of comparable organizations

below the typical range for comparable organizations

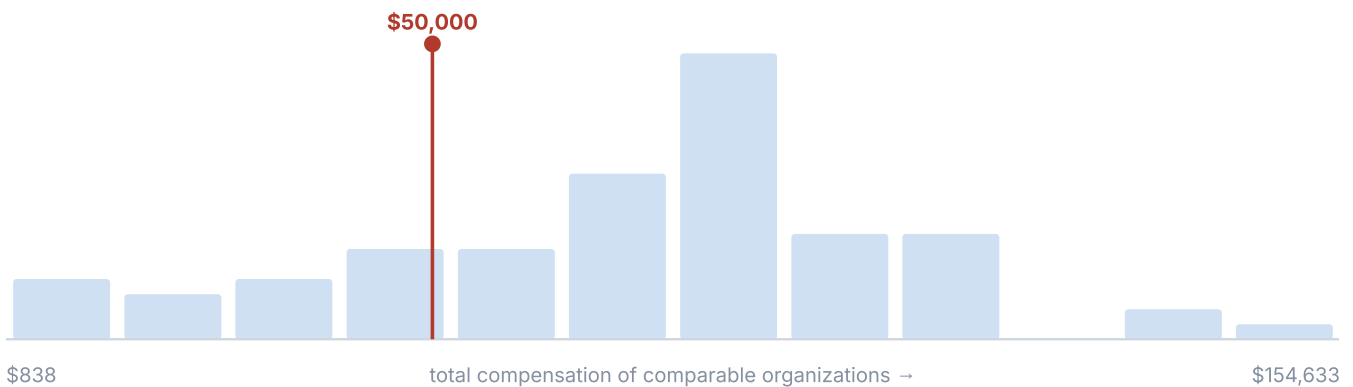
Benchmarked executive: Lawrence J Taft — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C34).
BUDGET	Total revenue between \$329,424 and \$737,518 — 0.67x to 1.50x the subject's \$491,679 (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



\$28,902	\$56,388	\$78,406	\$90,349	\$105,004	\$50,000
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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); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mamoni Valley Preserve	NV	\$494,048	Ceo Through July	\$34,942	\$34,942	2023
Kingston Land Trust Inc	NY	\$487,840	Managing Dir	\$60,760	\$60,760	2023
Armstrong Trails Inc	PA	\$480,308	Executive Director	\$52,083	\$52,083	2023
Scenic Rivers Land Trust Inc	MD	\$510,200	Executive Director	\$88,410	\$88,410	2023
Williamstown Rural Lands Foundation	MA	\$472,030	Executive Di	\$77,368	\$75,148	2024
Litchfield Land Trust Inc	CT	\$471,144	Executive Dir.	\$18,944	\$18,944	2023
Tall Pines Conservancy	WI	\$469,217	Executive Director	\$104,476	\$104,476	2023
Alaska Farmland Trust Corporation	AK	\$468,026	Executive Director (07/01/23-05/22/24)	\$100,458	\$97,576	2024
Congaree Land Trust	SC	\$464,575	Executive Di	\$83,355	\$83,355	2023
Southeastern Cave Conservancy Inc	TN	\$459,153	Executive Director	\$63,560	\$61,736	2024
La Plata Open Space Conservancy	CO	\$458,132	Executive Director	\$104,589	\$104,589	2023
Grounded Strategies	PA	\$528,161	Executive Director (Through 11/23)	\$96,368	\$96,368	2023
New River Land Trust	VA	\$453,108	Executive Di	\$84,038	\$81,627	2024
Stamford Land Conservation Trust Inc	CT	\$452,719	Director	\$1,130	\$1,130	2023
Pacific Rim Institute For Environmental Stewardship	WA	\$531,618	Ceo	\$90,829	\$90,829	2023
Land Savers United	VA	\$448,093	Executive Director	\$122,211	\$115,645	2025
Cape Elizabeth Land Trust	ME	\$535,730	Executive Director	\$57,404	\$55,757	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kinnickinnic River Land Trust Inc	WI	\$445,399	Executive Director	\$42,500	\$41,281	2024
Great Rivers Land Preservation	IL	\$538,618	Executive Di	\$118,000	\$114,615	2024
Manada Conservancy	PA	\$438,318	Executive Di	\$78,938	\$78,938	2023
Southeast Alaska Land Trust	AK	\$435,491	Executive Di	\$90,180	\$90,180	2023
Mother Lode Land Trust	CA	\$430,183	Executive Dir.	\$60,000	\$58,279	2024
St Croix International Waterway Commission	ME	\$427,550	Executive Director	\$50,526	\$50,526	2023
Taos Land Trust	NM	\$422,542	Executive Di	\$77,377	\$77,377	2023
Boulder Climbing Community	CO	\$421,952	Executive Dir.	\$93,500	\$90,818	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VI 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. 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 \$838–\$154,633; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$491,679); for reference, expenses \$113,405 and assets \$1,092,165. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lawrence J Taft, reported title " <i>PRESIDENT</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 6 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	20 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 (Lawrence J Taft) 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 \$50,000 is reasonable (approximately the 21st 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.