

# Bear Trust International

Executive Director / CEO

EIN 810527298  
 CO · NTEE C340  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Logan Young, Executive Director / CEO** (\$61,566) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

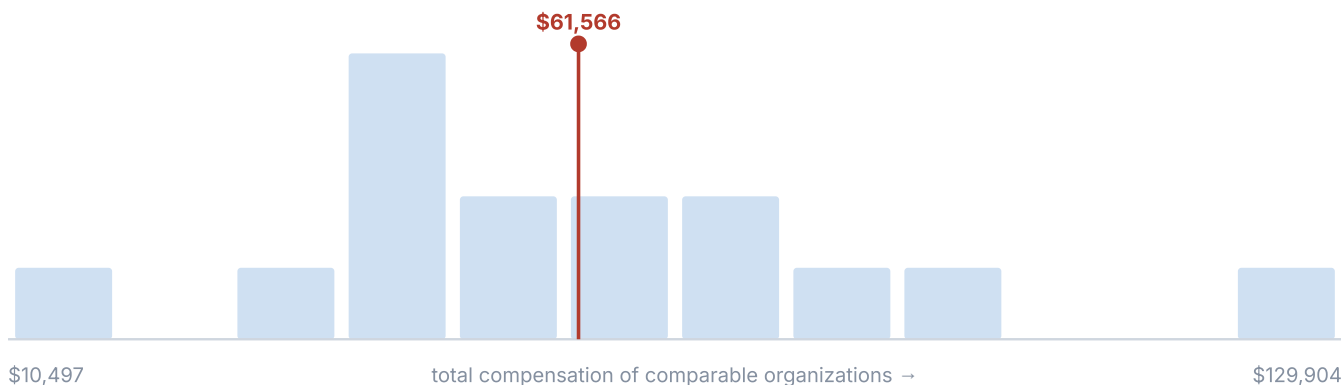
**Benchmarked executive:** Logan Young — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C340).
BUDGET	Total revenue between \$75,904 and \$169,936 — 0.67x to 1.50x the subject's \$113,291 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$40,949	\$45,840	\$59,536	\$74,897	\$93,301	\$61,566
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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 CO 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
<a href="#">Lake Bluff Open Lands Association</a>	IL	\$114,225	Director, Volunteer & Natural Areas Coordinator	\$39,545	<b>\$39,381</b>	2024
<a href="#">Patuxent Tidewater Land Tr</a>	MD	\$115,193	Easement Manager	\$57,250	<b>\$54,218</b>	2024
<a href="#">Margaret &amp; Luke Pettit Preserve Inc</a>	GA	\$110,993	Executive Director	\$60,000	<b>\$59,536</b>	2025
<a href="#">Killbuck Watershed Land Trust</a>	OH	\$117,722	Executive Director	\$40,000	<b>\$44,183</b>	2023
<a href="#">The Wildwood Conservation Foundation</a>	CA	\$101,327	Executive Dir.	\$12,000	<b>\$10,497</b>	2024
<a href="#">Land Trust Of Bucks County</a>	PA	\$127,400	Executive Di	\$41,637	<b>\$43,302</b>	2023
<a href="#">Whetstone Wood Trust Fund</a>	MA	\$97,108	Trustee	\$52,178	<b>\$47,496</b>	2024
<a href="#">Forever Maryland Inc</a>	MD	\$132,026	Executive Director	\$82,488	<b>\$76,105</b>	2025
<a href="#">Midwest Mitigation Oversight Association</a>	MO	\$132,720	Executive Director	\$81,000	<b>\$89,471</b>	2023
<a href="#">Hiy Inc</a>	PA	\$90,485	President - Ceo	\$132,000	<b>\$129,904</b>	2025
<a href="#">Central Savannah River Land Trust Inc</a>	GA	\$136,548	Executive Director	\$48,000	<b>\$48,889</b>	2024
<a href="#">Mid-michigan Land Conservancy</a>	MI	\$89,883	Executive Di	\$61,204	<b>\$63,992</b>	2024
<a href="#">Southeast Regional Land Conservancy</a>	NC	\$138,702	Interim Exec	\$68,384	<b>\$73,689</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">San Bernardino Mountains Land Trust</a>	CA	\$164,664	Secretary	\$70,958	<b>\$63,900</b>	2023
<a href="#">Maine Mountain Collaborative</a>	ME	\$166,384	Executive Director	\$94,500	<b>\$95,854</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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. To compare fairly across regions and years, peer compensation is normalized to CO 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$10,497–\$129,904; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$113,291); for reference, expenses \$197,763 and assets \$161,077. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Logan Young, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	<b>53<sup>rd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>60<sup>th</sup></b>

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Reportable pay only (column D), adjusted

53<sup>rd</sup>

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All sources (D + E + F), adjusted

47<sup>th</sup>

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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

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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 (Logan Young) 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 15 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,566 is reasonable (approximately the 53<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.