

Southeast Regional Land Conservancy

Executive Director / CEO

EIN 820550844

NC · NTEE C34

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Hannah Randall, Executive Director / CEO** (\$68,384) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

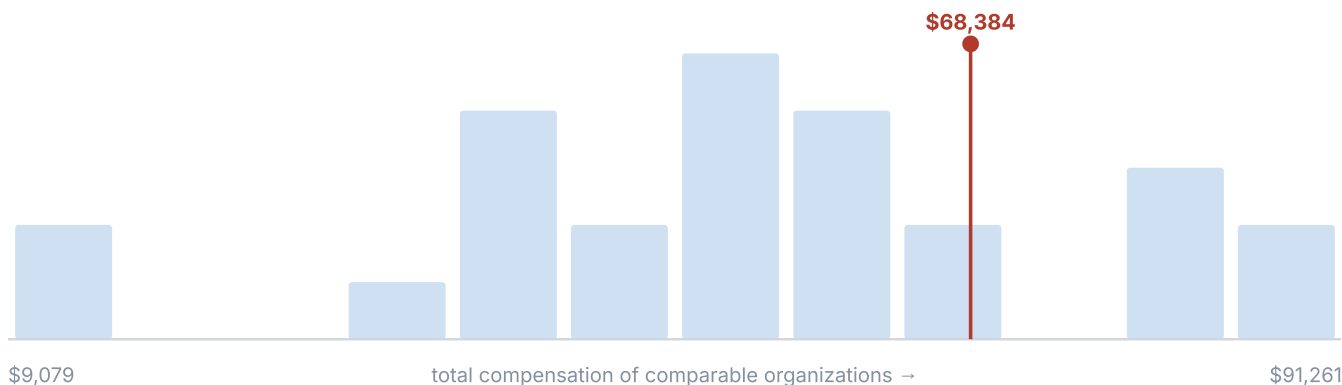
Benchmarked executive: Hannah Randall — reported title “INTERIM EXEC”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C34).
BUDGET	Total revenue between \$92,930 and \$208,053 — 0.67x to 1.50x the subject's \$138,702 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,342	\$41,002	\$54,875	\$68,098	\$83,732	\$68,384
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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 NC 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
Central Savannah River Land Trust Inc	GA	\$136,548	Executive Director	\$48,000	\$45,369	2024
Midwest Mitigation Oversight Association	MO	\$132,720	Executive Director	\$81,000	\$83,029	2023
Forever Maryland Inc	MD	\$132,026	Executive Director	\$82,488	\$70,626	2025
Land Trust Of Bucks County	PA	\$127,400	Executive Di	\$41,637	\$40,185	2023
Killbuck Watershed Land Trust	OH	\$117,722	Executive Director	\$40,000	\$41,002	2023
Patuxent Tidewater Land Tr	MD	\$115,193	Easement Manager	\$57,250	\$50,315	2024
Lake Bluff Open Lands Association	IL	\$114,225	Director, Volunteer & Natural Areas Coordinator	\$39,545	\$36,546	2024
Bear Trust International	CO	\$113,291	Executive Dir.	\$61,566	\$57,134	2023
San Bernardino Mountains Land Trust	CA	\$164,664	Secretary	\$70,958	\$59,300	2023
Maine Mountain Collaborative	ME	\$166,384	Executive Director	\$94,500	\$88,953	2024
Margaret & Luke Pettit Preserve Inc	GA	\$110,993	Executive Director	\$60,000	\$55,249	2025
Cherry Hills Land Preserve Inc	CO	\$173,076	Executive Director	\$58,333	\$54,133	2023
El Rio De Los Reyes En Reedley	CA	\$174,718	Executive Dir.	\$112,429	\$91,261	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Wildwood Conservation Foundation	CA	\$101,327	Executive Dir.	\$12,000	\$9,741	2024
Bangor Land Trust	ME	\$177,543	Executive Di	\$65,354	\$61,518	2024
Whetstone Wood Trust Fund	MA	\$97,108	Trustee	\$52,178	\$44,077	2024
Androscoggin Land Trust Inc	ME	\$196,823	Executive Director	\$72,345	\$68,098	2024
Glacial Lakes Conservancy Inc	WI	\$200,064	Executive Director	\$63,600	\$62,439	2024
Er'-nerr' Land Fund	CA	\$202,000	Chair	\$11,185	\$9,079	2024
Tejon Ranch Conservancy	CA	\$202,988	President & Ceo	\$65,663	\$54,875	2023
Friends Of The Amargosa Basin	CA	\$203,322	Executive Dir.	\$64,480	\$52,340	2024
San Miguel Conservation Foundation	CO	\$205,222	Executive Di	\$40,800	\$37,863	2023
Katawba Valley Land Trust	SC	\$205,614	Executive Di	\$84,000	\$82,378	2024
The Intertwine Alliance Foundation	OR	\$206,864	Co-director	\$96,453	\$84,201	2024
Upper Savannah Land Trust	SC	\$207,068	Executive Di	\$35,860	\$36,206	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	25 organizations. Compensation range \$9,079–\$91,261; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$138,702); for reference, expenses \$387,645 and assets \$5,821,898. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Hannah Randall, reported title " <i>INTERIM EXEC</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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	76 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	72 nd

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 (Hannah Randall) 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 25 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$68,384 is reasonable (approximately the 76th 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.