

Sullivan County Land Bank

Executive Director / CEO

This analysis benchmarks the total compensation of **Jill M Weyer, Executive Director / CEO** (\$10,602) against **every comparable organization** that fit the selection criteria — **170** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jill M Weyer — reported title “CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S30).

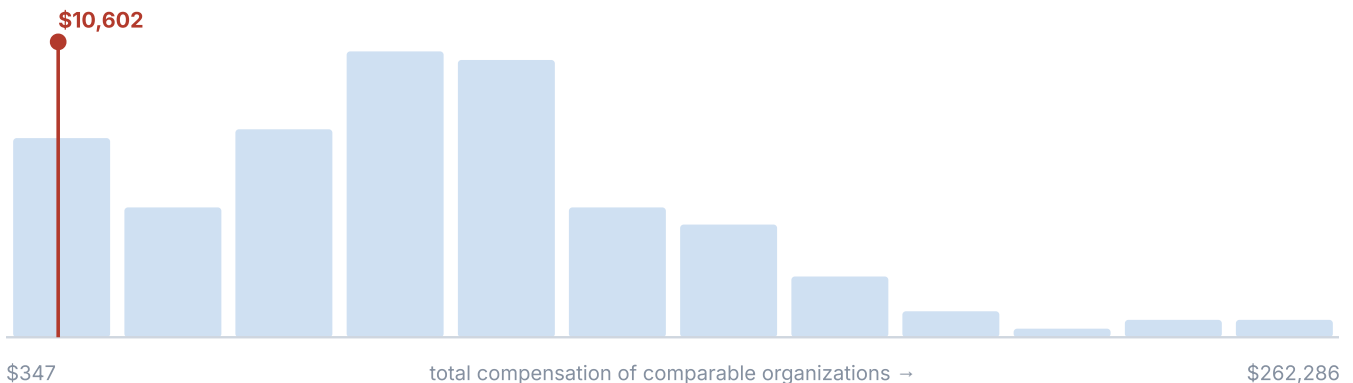
BUDGET Total revenue between \$213,810 and \$478,680 — 0.67x to 1.50x the subject's \$319,120 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

170 organizations qualified on sector, size, and geography

→ **170** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,362	\$47,916	\$81,506	\$109,730	\$143,223	\$10,602
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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 NY 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
Warren County Local Economic	IN	\$318,950	Former Execu	\$90,908	\$106,092	2023
Roosevelt Row Community Development Corporation	AZ	\$318,652	Executive Director Until 3/21/24	\$40,135	\$41,490	2024
World Trade Center Utah Foundation	UT	\$319,722	Ceo	\$13,093	\$14,830	2023
Harrisburg Economic Development	SD	\$317,410	Executive Director	\$61,215	\$74,764	2023
Conifer Area Chamber Of Commerce	CO	\$316,512	Executive Dir.	\$58,000	\$58,240	2025
Spokane Independent Metro	WA	\$315,469	Executive Director	\$82,176	\$79,083	2024
High Plains Community	NM	\$315,306	Manager	\$43,325	\$48,797	2025
Challenge Detroit	MI	\$314,019	Executive Director And C.o.o.	\$96,000	\$106,510	2024
Village	MO	\$313,544	Founder	\$90,000	\$102,464	2024
Richardson Center Corporation	NY	\$311,633	President	\$164,168	\$164,168	2023
Chris White Community Development Corporation	DE	\$310,665	Director	\$2,604	\$2,740	2024
The Blacksburg Partnership	VA	\$308,696	President	\$110,738	\$114,931	2024
The Design Platform	LA	\$307,980	Secretary	\$186,153	\$226,841	2023
Virginia Black Chamber Of Commerce Foundation	VA	\$307,711	President	\$105,883	\$113,138	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Central Dakota Regional Council	ND	\$307,001	Executive Director	\$102,661	\$121,100	2024
Preble County Development Partnership	OH	\$332,329	Executive Director	\$123,147	\$140,201	2024
Downtown Annapolis Partnership Inc	MD	\$332,581	Executive Director	\$80,000	\$82,769	2023
Kanaka Economic Development Alliance	HI	\$305,646	Executive Director	\$72,193	\$71,528	2023
The Downtown Northampton Association Inc	MA	\$305,416	Executive Director	\$51,000	\$49,262	2024
Adams County Development Council	WA	\$334,069	Executive Director	\$136,341	\$135,086	2023
The Maryland Heights Convention & Visitors Bureau	MO	\$334,098	Executive Director	\$115,915	\$135,866	2023
South Charleston Convention &	WV	\$304,135	Executive Di	\$53,560	\$62,335	2024
Wyoming County Business Assistance	NY	\$334,541	President/ceo	\$17,402	\$17,402	2023
The Foundation For Community Betterment	VA	\$302,924	Executive Director	\$44,710	\$47,774	2023
Ogunquit Chamber Of Commerce	ME	\$335,876	Executive Di	\$90,500	\$97,410	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	170 organizations. Compensation range \$347–\$262,286; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$319,120); for reference, expenses \$205,151 and assets \$1,253,824.
ROLE MATCH	Jill M Weyer, reported title " <i>CHAIR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	16 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 (Jill M Weyer) 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 170 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$10,602 is reasonable (approximately the 6th 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.