

Boston Farms Community Land Trust Inc

Executive Director / CEO

EIN 822328676
 MA · NTEE S31
 FY ending 2022-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joy Gary, Executive Director / CEO** (\$89,071) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

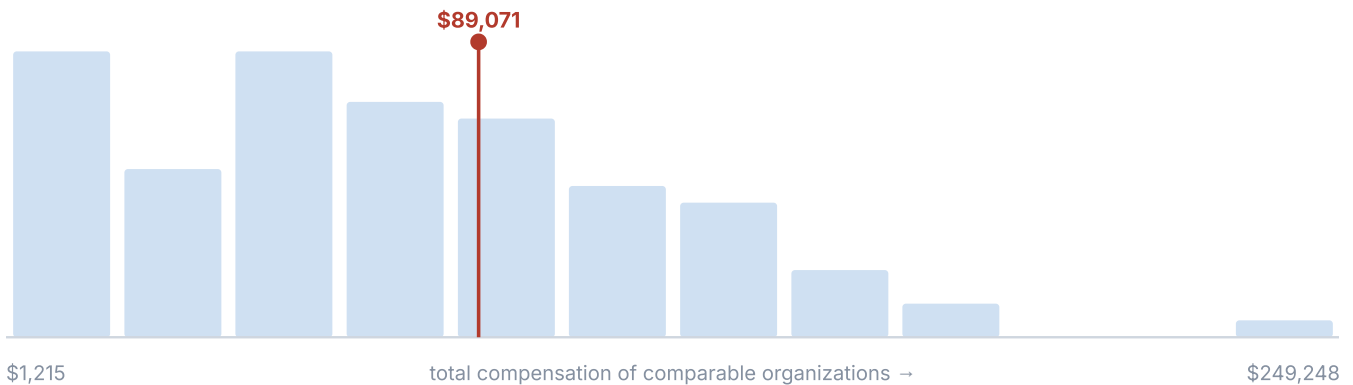
Benchmarked executive: Joy Gary — reported title “CLERK”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S31).
BUDGET	Total revenue between \$251,217 and \$562,428 — 0.67x to 1.50x the subject's \$374,952 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography → **95** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,256	\$37,079	\$69,938	\$104,388	\$139,290	\$89,071
----------	----------	----------	-----------	-----------	----------



■ 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 MA 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
Maya Economic Development Corporation	NE	\$371,950	Ceo/director	\$1,057	\$1,215	2023
Black Dollar Days Task Force	WA	\$380,149	Executive Dir.	\$36,400	\$33,838	2024
District 6 Planning Council	MN	\$365,848	Executive Director	\$92,872	\$95,285	2024
Borderplex Bi-national Economic	TX	\$365,089	Ceo	\$13,770	\$14,302	2024
Building Community Value	MI	\$386,387	Director	\$100,000	\$107,173	2024
Spoon River Partnership For Economic Development	IL	\$387,684	Executive Director	\$60,408	\$60,075	2025
Carrollton Area Convention And	GA	\$389,873	Executive Di	\$18,162	\$18,961	2024
Anaconda Local Development Corporation	MT	\$391,121	Former Executive Director	\$82,500	\$92,338	2024
Redec Relending Corporation	NY	\$357,766	President	\$9,491	\$8,905	2024
Forward Foundation Inc	WI	\$356,970	President (Until 3/1/24)	\$6,011	\$6,350	2025
Okmulgee Area Development Corp	OK	\$354,623	Former Exec Dir	\$25,600	\$29,269	2024
The Experience Community Development Corp	CA	\$353,065	Crawford, Director	\$51,624	\$46,286	2024
Havenwoods Neighborhood Partnership Inc	WI	\$349,541	Executive Director	\$86,084	\$96,106	2023
Stockyards Preservation Foundation Of Fort Worth	TX	\$349,457	Secretary & Treasurer	\$6,000	\$6,232	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Urban Conservancy	LA	\$346,884	Executive Director	\$106,463	\$121,723	2024
Plano Improvement Corporation	TX	\$344,804	President	\$63,191	\$65,634	2024
Craft3 Future Fund	OR	\$405,349	President	\$31,950	\$31,718	2023
West Broadway Business And Area Coalition	MN	\$406,331	Executive Director	\$93,521	\$95,951	2024
St Bernard Economic Development Foundat	LA	\$343,130	Ceo	\$130,500	\$153,613	2023
Springfield Cultural Partnership Inc	MA	\$340,593	Exec Director	\$93,855	\$85,315	2025
Renewable Manufacturing Gateway	PA	\$340,108	Executive Director	\$87,400	\$90,498	2024
West Lakes Partnership Inc	FL	\$339,188	Executive Di	\$89,000	\$86,813	2024
Yonkers South Broadway District Management Association Inc	NY	\$411,834	Executive Director	\$81,304	\$78,538	2023
Waipahu Community Association	HI	\$411,945	Executive Dir.	\$50,000	\$46,481	2024
The Peoples Place Inc	CT	\$412,013	Executive Director	\$50,769	\$49,426	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2022 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 MA 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 95 organizations. Compensation range \$1,215–\$249,248; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$374,952); for reference, expenses \$419,168 and assets \$236,203.
ROLE MATCH	Joy Gary, reported title " <i>CLERK</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	16 peers 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	64 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	49 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 (Joy Gary) 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 95 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,071 is reasonable (approximately the 64th 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.