

# Green Chips

Executive Director / CEO

EIN 264437483

NV · NTEE C990

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lauren Boitel, Executive Director / CEO** (\$143,077) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

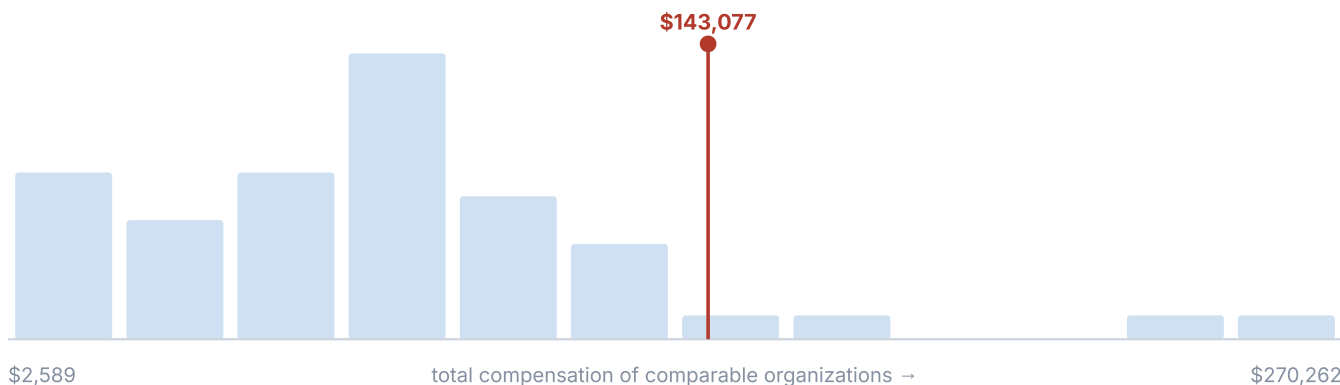
**Benchmarked executive:** Lauren Boitel — reported title “Executive Direc”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (C990).   |
| BUDGET    | Total revenue between \$298,233 and \$667,687 — 0.67x to 1.50x the subject's \$445,125 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (C99), nationwide + budget 0.67–1.5x revenue.  |

**45** organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |           |           |                  |
|----------|----------|----------|-----------|-----------|------------------|
| \$14,686 | \$44,277 | \$76,984 | \$108,517 | \$118,761 | <b>\$143,077</b> |
|----------|----------|----------|-----------|-----------|------------------|



## ■ 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 NV 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="#">Truckee Trails Foundation Inc</a>            | CA    | \$444,124 | Executive Dir.     | \$80,000        | <b>\$70,740</b>  | 2024 |
| <a href="#">Southern Indiana Cooperative Weed</a>        | IN    | \$447,066 | Exec Dir Beg       | \$10,000        | <b>\$10,799</b>  | 2024 |
| <a href="#">Soulful Seeds</a>                            | NV    | \$449,332 | Executive Director | \$75,000        | <b>\$76,984</b>  | 2024 |
| <a href="#">Guardians Of Flushing Bay Inc</a>            | NY    | \$457,704 | Executive Dir.     | \$86,205        | <b>\$79,769</b>  | 2024 |
| <a href="#">Timucuan Parks Foundation Inc</a>            | FL    | \$429,807 | Executive Di       | \$2,692         | <b>\$2,589</b>   | 2024 |
| <a href="#">Protect The Adirondacks Inc</a>              | NY    | \$427,840 | Executive Di       | \$117,273       | <b>\$108,517</b> | 2024 |
| <a href="#">Northwest South Dakota Regional Landfill</a> | SD    | \$427,317 | Manager            | \$232,277       | <b>\$270,262</b> | 2023 |
| <a href="#">The Freecycle Network</a>                    | AZ    | \$426,737 | Executive Dir.     | \$113,600       | <b>\$108,993</b> | 2025 |
| <a href="#">Climate Justice Hive</a>                     | CO    | \$424,930 | President          | \$20,250        | <b>\$19,884</b>  | 2024 |
| <a href="#">Brooklyn Greenway Initiative</a>             | NY    | \$421,517 | Executive Director | \$145,144       | <b>\$138,275</b> | 2023 |
| <a href="#">Clean Miami Beach Inc</a>                    | FL    | \$474,880 | Chair              | \$95,000        | <b>\$91,390</b>  | 2024 |
| <a href="#">Earth Guardians Inc</a>                      | CO    | \$410,445 | Executive Director | \$47,297        | <b>\$47,813</b>  | 2023 |
| <a href="#">Friends Of Bedrock Gardens</a>               | NH    | \$484,583 | Executive Director | \$74,939        | <b>\$70,859</b>  | 2024 |
| <a href="#">Seattle Reonomy</a>                          | WA    | \$384,298 | Exec Director      | \$43,057        | <b>\$39,475</b>  | 2024 |
| <a href="#">Greening Projects</a>                        | CA    | \$508,047 | Executive Director | \$124,000       | <b>\$106,821</b> | 2025 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE                              | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|--|-----------------|------------------|------|
| <a href="#">The Little Forks Conservancy Inc</a>                   | MI    | \$379,505 | Executive Dir.                             | \$108,087       | <b>\$114,245</b> | 2024 |
| <a href="#">Youth For Environmental Sanity</a>                     | CA    | \$377,943 | Community Learning & Partnership           | \$12,000        | <b>\$10,611</b>  | 2024 |
| <a href="#">River Bend Nature Center Inc</a>                       | WI    | \$377,874 | Executive Director                         | \$72,000        | <b>\$79,275</b>  | 2023 |
| <a href="#">Discover Cayuga Lake Inc</a>                           | NY    | \$513,021 | Executive Director                         | \$61,675        | <b>\$57,070</b>  | 2024 |
| <a href="#">350 New Hampshire</a>                                  | NH    | \$513,172 | Co-executive Director                      | \$67,619        | <b>\$63,937</b>  | 2024 |
| <a href="#">Nh Businesses For Social Responsibility</a>            | NH    | \$376,890 | Advocacy Director, Past Executive Director | \$60,899        | <b>\$56,099</b>  | 2025 |
| <a href="#">Triple Bottom Line Foundation</a>                      | CO    | \$376,878 | President/secretary                        | \$30,000        | <b>\$29,458</b>  | 2024 |
| <a href="#">Rangelands Regeneration</a>                            | CA    | \$517,055 | President                                  | \$12,000        | <b>\$10,611</b>  | 2024 |
| <a href="#">Truckee Dirt Union</a>                                 | CA    | \$370,119 | Employee                                   | \$12,325        | <b>\$11,220</b>  | 2023 |
| <a href="#">The Mid-atlantic Chapter Of The Intl Society Of Ar</a> | VA    | \$369,824 | Executive Director                         | \$71,395        | <b>\$72,677</b>  | 2023 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV cost of living and 2025 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 NV 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 **45** organizations. Compensation range \$2,589–\$270,262; filing years 2023–2025.

|                 |  |
|-----------------|--|
| SIZE BASIS      | Matched on total revenue (\$445,125); for reference, expenses \$366,076 and assets \$215,453.  |
| ROLE MATCH      | Lauren Boitel, reported title " <i>Executive Direc</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        | 2 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 | 93 <sup>rd</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 91 <sup>st</sup>   |
| Reportable pay only (column D), adjusted  | 93 <sup>rd</sup>   |
| All sources (D + E + F), adjusted   | 89 <sup>th</sup>   |

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 (Lauren Boitel) 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 45 similarly situated organizations (Same NTEE sector (C99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,077 is reasonable (approximately the 93<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.