

Bolsa Chica Land Trust

Executive Director / CEO

EIN 330516059
 CA · NTEE C340
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Koplin, Executive Director / CEO** (\$67,644) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

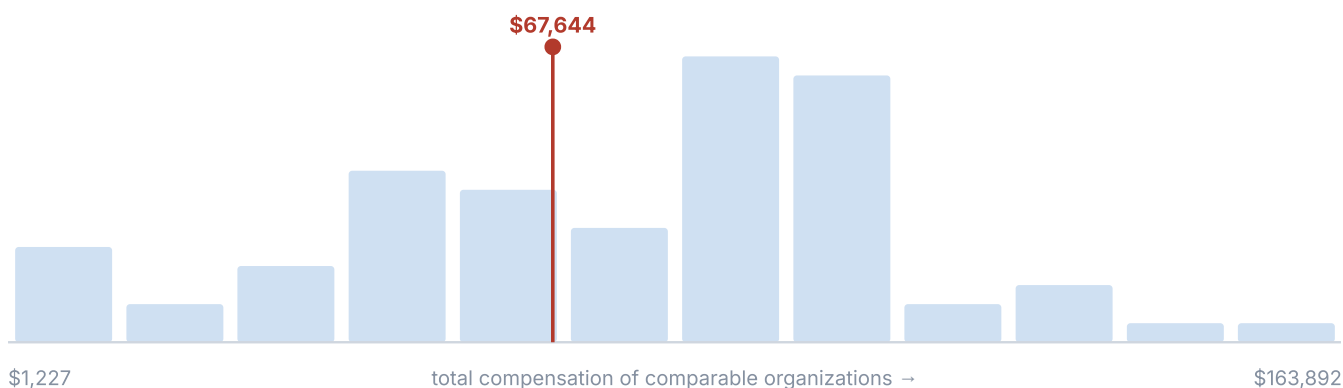
Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (C340).
- BUDGET** Total revenue between \$221,989 and \$496,992 — 0.67x to 1.50x the subject's \$331,328 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,269	\$50,354	\$83,817	\$99,556	\$108,845	\$67,644
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 40TH



■ **Comparable organizations**

P16
P50
P75
P90
\$34,269
\$50,354
\$83,817
\$99,556
\$108,845

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 CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Northern California Regional Land Trust	CA	\$328,743	\$91,934	990
South Hero Land Trust Inc	VT	\$328,626	\$62,337	990
Kent Land Trust Inc	CT	\$335,603	\$51,415	990
Center For Whole Communities Inc	VT	\$336,563	\$98,407	990
Utah Dine Bikeyah	UT	\$324,369	\$149,663	990
Red River Gorge Climbers' Coalition Inc	KY	\$339,182	\$88,170	990
Kansas Land Trust Inc	KS	\$313,442	\$104,393	990
River Fields Inc	KY	\$349,378	\$94,759	990
Bear-paw Regional Greenways	NH	\$350,074	\$74,564	990
Cazenovia Preservation Foundation Inc	NY	\$305,388	\$45,914	990
The Public Trust Environmental Legal Institute Of Florida Inc	FL	\$359,868	\$118,299	990
Indigenous Conservation Council	VA	\$302,230	\$47,064	990
Texas Land Trust Council	TX	\$300,632	\$163,892	990
International Rocky Mountain Stage Stop	WY	\$363,097	\$43,816	990
Roaring Fork Safe Passages	CO	\$294,998	\$91,387	990
Dover Land Conservation Trust	MA	\$293,352	\$7,815	990
California Climate Action Now	CA	\$373,060	\$131,127	990
Waukesha County Land Conservancy Inc	WI	\$289,154	\$83,371	990
Kennebunk Land Trust	ME	\$375,736	\$92,543	990
Sundance Nature Alliance	UT	\$285,075	\$86,344	990
The Opacum Land Trust Inc	MA	\$380,146	\$69,895	990
Lincoln Land Conservation Trust	MA	\$279,228	\$22,764	990
Idaho Organization Of Resource Coun	ID	\$387,683	\$82,341	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Open Space Cncl For The St Louis Region	MO	\$391,754	\$51,540	990
Block Island Conservancy Inc	RI	\$269,646	\$57,559	990

■ 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 CA 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 70 organizations. Compensation range \$1,227–\$163,892; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$331,328); for reference, expenses \$389,053 and assets \$1,011,028.

ROLE MATCH Kimberly Koplín, reported title "*Executive Dir.*", 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 4 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	40th
Total compensation (D + F), as reported (no adjustments)	46th
Reportable pay only (column D), adjusted	40th
All sources (D + E + F), adjusted	36th

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 (Kimberly Koplin) 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 70 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,644 is reasonable (approximately the 40th 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). 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.