

# Kettle Moraine Land Trust Inc

Executive Director / CEO

EIN 392010641  
 WI · NTEE C36  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Laura Klick, Executive Director / CEO** (\$37,500) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

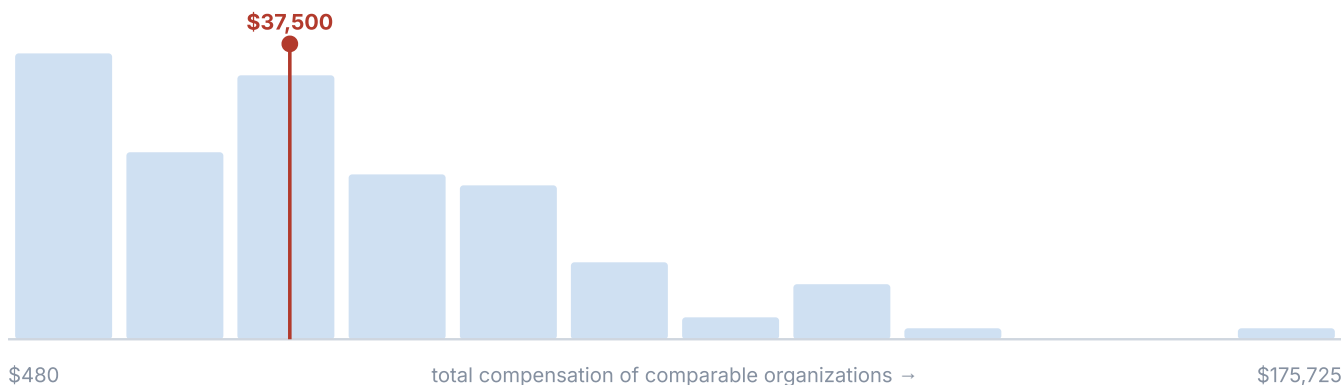
**Benchmarked executive:** Laura Klick — reported title “MANAGING DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C36).
BUDGET	Total revenue between \$65,043 and \$145,620 — 0.67x to 1.50x the subject's \$97,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

**112** organizations qualified on sector, size, and geography → **112** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,244	\$17,438	\$40,973	\$60,503	\$84,133	\$37,500
---------	----------	----------	----------	----------	----------



## ● 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 WI 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="#">Kingfisher Trails Inc</a>	OK	\$97,082	President & Ceo	\$30,000	<b>\$32,565</b>	2023
<a href="#">Forestplanet Inc</a>	DC	\$97,102	Executive Di	\$13,000	<b>\$11,246</b>	2023
<a href="#">Whetstone Wood Trust Fund</a>	MA	\$97,108	Trustee	\$52,178	<b>\$44,896</b>	2024
<a href="#">Sarasota Bay Watch Inc</a>	FL	\$95,871	Executive Director	\$40,000	<b>\$35,053</b>	2025
<a href="#">Buckeye Environmental Network</a>	OH	\$98,606	2025 Direcor	\$75,000	<b>\$76,062</b>	2024
<a href="#">Hoosic River Watershed Association</a>	MA	\$95,496	Executive Director	\$38,946	<b>\$33,511</b>	2024
<a href="#">Wild Tree Foundation</a>	CA	\$98,682	Executive Dir.	\$100,000	<b>\$85,124</b>	2023
<a href="#">Bank Climate Advocates</a>	CA	\$95,372	Executive Dir.	\$73,483	<b>\$62,551</b>	2023
<a href="#">Science And Environmental Policy Project</a>	VA	\$94,968	President	\$120,000	<b>\$110,943</b>	2024
<a href="#">Pine Hollow Arboretum</a>	NY	\$94,881	Executive Director	\$63,132	<b>\$54,624</b>	2024
<a href="#">Walking Humbly Outdoor Adventures Inc</a>	KY	\$99,435	Secretary	\$2,475	<b>\$2,621</b>	2023
<a href="#">Logansport Water System</a>	IA	\$93,456	President	\$4,548	<b>\$4,909</b>	2023
<a href="#">Muskingum Watershed Conservancy</a>	OH	\$100,994	Executive Director	\$51,704	<b>\$52,436</b>	2024
<a href="#">Lake Erie Islands Historical Society</a>	OH	\$101,154	Board Member	\$12,578	<b>\$12,756</b>	2024
<a href="#">The Wildwood Conservation Foundation</a>	CA	\$101,327	Executive Dir.	\$12,000	<b>\$9,922</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Keep Athens Limestone Beautiful Inc</a>	AL	\$101,656	Executive Director	\$39,733	<b>\$41,102</b>	2024
<a href="#">Recycling Research Foundation Inc</a>	DC	\$102,115	Executive Director	\$109,074	<b>\$94,357</b>	2023
<a href="#">Marsh Haven Nature Center Inc</a>	WI	\$91,639	Director	\$21,600	<b>\$21,600</b>	2024
<a href="#">Tuscarora Wildlife Education Projec</a>	PA	\$102,741	Exec. Direct	\$14,400	<b>\$13,750</b>	2024
<a href="#">Luesther T Mertz Legacy Trust For The</a>	DE	\$102,868	Trustees	\$45,606	<b>\$44,021</b>	2023
<a href="#">Center For Renewables Integration</a>	VA	\$103,045	President	\$73,720	<b>\$70,169</b>	2023
<a href="#">Jews In Tech</a>	CA	\$103,220	Director	\$20,000	<b>\$16,536</b>	2024
<a href="#">Hiy Inc</a>	PA	\$90,485	President - Ceo	\$132,000	<b>\$122,795</b>	2025
<a href="#">Institute For Compatible Development Inc</a>	MS	\$90,433	Advisory Member	\$34,563	<b>\$36,859</b>	2024
<a href="#">Pelican Coast Conservancy Inc</a>	AL	\$90,337	Ceo (Non-vot	\$165,000	<b>\$175,725</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2024 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 WI 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** 112 organizations. Compensation range \$480–\$175,725; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$97,080); for reference, expenses \$119,571 and assets \$1,038,477.

<b>ROLE MATCH</b>	Laura Klick, reported title " <i>MANAGING DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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 (Laura Klick) 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 112 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,500 is reasonable (approximately the 46<sup>th</sup> 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.