

Open Space Cncl For The St Louis Region

Executive Director / CEO

EIN 436065329
 MO · NTEE C340
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Bonnie Harper, Executive Director / CEO** (\$43,260) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

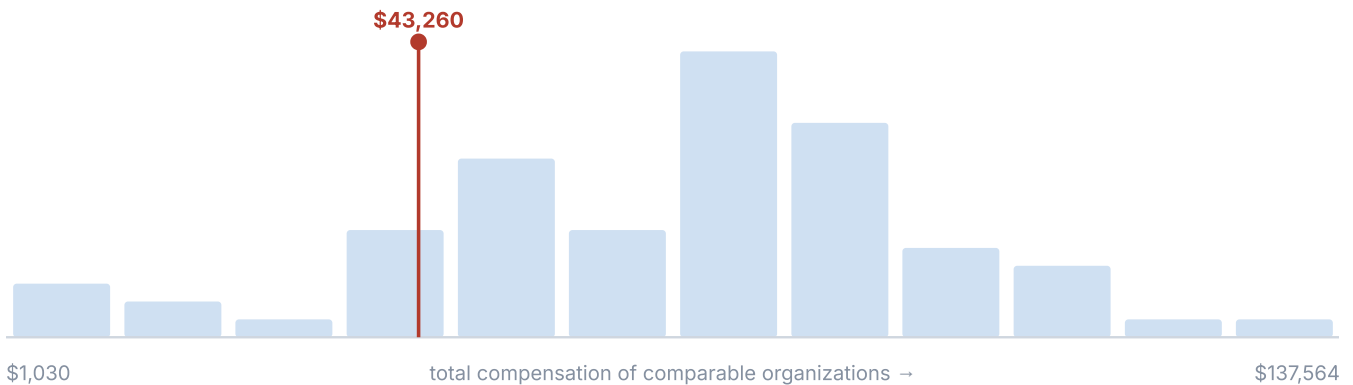
Benchmarked executive: Bonnie Harper — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C340).
BUDGET	Total revenue between \$262,475 and \$587,631 — 0.67x to 1.50x the subject's \$391,754 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C34), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$37,834	\$50,982	\$75,564	\$84,800	\$98,208	\$43,260
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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 MO 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
Vinalhaven Land Trust Inc	ME	\$394,562	Executive Di	\$77,874	\$75,798	2023
Idaho Organization Of Resource Coun	ID	\$387,683	Exec Director	\$66,838	\$69,113	2023
Ohio Land Bank Association	OH	\$396,642	Executive Di	\$86,884	\$89,450	2023
Archangel Ancient Tree Archive	MI	\$403,111	Executive Di	\$85,000	\$82,834	2024
The Opacum Land Trust Inc	MA	\$380,146	Executive Di	\$67,164	\$58,667	2023
Kennebunk Land Trust	ME	\$375,736	Executive Director	\$82,161	\$77,676	2024
Hilltown Land Trust Inc	MA	\$409,978	Executive Director	\$1,979	\$1,679	2024
California Climate Action Now	CA	\$373,060	Can Directr	\$135,000	\$110,062	2024
Cacapon And Lost Rivers Land Tr Inc	WV	\$419,733	Executive Director	\$83,100	\$84,951	2024
International Rocky Mountain Stage Stop	WY	\$363,097	Race Director	\$35,333	\$36,778	2023
Agricultural-natural Resources Trust	CA	\$421,733	Executive Dir.	\$90,405	\$75,882	2023
Boulder Climbing Community	CO	\$421,952	Executive Dir.	\$93,500	\$84,648	2024
Taos Land Trust	NM	\$422,542	Executive Di	\$77,377	\$80,897	2023
The Public Trust Environmental Legal Institute Of Florida Inc	FL	\$359,868	Executive Director	\$111,950	\$99,295	2024
St Croix International Waterway Commission	ME	\$427,550	Executive Director	\$50,526	\$49,179	2023
Mother Lode Land Trust	CA	\$430,183	Executive Dir.	\$60,000	\$48,917	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bear-paw Regional Greenways	NH	\$350,074	Executive Director	\$71,790	\$62,586	2024
River Fields Inc	KY	\$349,378	President And Ceo	\$76,161	\$79,537	2023
Southeast Alaska Land Trust	AK	\$435,491	Executive Di	\$90,180	\$83,806	2023
Manada Conservancy	PA	\$438,318	Executive Di	\$78,938	\$76,519	2023
Red River Gorge Climbers' Coalition Inc	KY	\$339,182	Executive Director	\$72,958	\$74,006	2024
Kinnickinnic River Land Trust Inc	WI	\$445,399	Executive Director	\$42,500	\$41,907	2024
Center For Whole Communities Inc	VT	\$336,563	Sr Strategist	\$86,918	\$82,599	2024
Kent Land Trust Inc	CT	\$335,603	Executive Director	\$48,750	\$43,156	2024
Land Savers United	VA	\$448,093	Executive Director	\$122,211	\$108,538	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 67 organizations. Compensation range \$1,030–\$137,564; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$391,754); for reference, expenses \$356,825 and assets \$1,634,735.

ROLE MATCH Bonnie Harper, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 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	18 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	15 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 (Bonnie Harper) 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 67 similarly situated organizations (Same NTEE sector (C34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,260 is reasonable (approximately the 18th 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.