

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization TETON REGIONAL LAND TRUST, INC.	Employer identification number 94-3146525
--	---

ADDITIONAL INFORMATION:

TETON REGIONAL LAND TRUST'S (TRLT) MISSION IS TO CONSERVE WORKING FARMS AND RANCHES, FISH AND WILDLIFE HABITAT, AND SCENIC OPEN SPACES IN EASTERN IDAHO FOR THIS AND FUTURE GENERATIONS. FOUNDED IN 1990, WE STRATEGICALLY CONSERVE LANDS THAT PROTECT AND SUPPORT WILDLIFE HABITAT, RIVERS AND WETLANDS, AGRICULTURE AND OPEN SPACE - ALL CRITICAL TO THE SUSTAINABILITY OF THE GREATER YELLOWSTONE ECOSYSTEM. WE PRIMARILY PARTNER WITH LANDOWNERS, FEDERAL AND STATE AGENCIES, AND OTHER NON-PROFIT ORGANIZATIONS. OUR SERVICE AREA CONTAINS SOME OF THE MOST RESOURCE-RICH PRIVATE LAND HABITATS IN THE GREATER YELLOWSTONE ECOSYSTEM AND COVERS SIX IDAHO COUNTIES, INCLUDING BONNEVILLE, CLARK, FREMONT, JEFFERSON, MADISON, AND TETON, AND A SMALL PORTION OF TETON COUNTY, WYOMING, WEST OF THE TETON MOUNTAIN RANGE. TO CARRY OUT OUR MISSION, OUR PROGRAMS INCLUDE LAND PROTECTION, STEWARDSHIP, HABITAT RESTORATION, PUBLIC EDUCATION, AND OUTREACH. SPECIAL PROJECTS AND INITIATIVES INCLUDE THE GREATER SANDHILL CRANE INITIATIVE AND THE TETON VALLEY TRUMPETER SWAN PROJECT. TRLT WAS THE FIRST LAND TRUST TO BE ACCREDITED IN IDAHO IN 2008. WE WORK WITH ONE OF OUR EASEMENT LANDOWNERS TO FACILITATE PROPERTY MANAGEMENT AND WORK WITH THE REGENERATIVE AGRICULTURE FOCUSED GRAZING LESSEE TO ENSURE VIABLE AGRICULTURAL OPERATION IN CONCERT WITH HABITAT AND WILDLIFE PROTECTION.

THE TETON REGIONAL LAND TRUST HOLDS CONSERVATION EASEMENTS ON OVER 43,000 ACRES WITHIN THE GREATER YELLOWSTONE ECOSYSTEM. IT ALSO AFFORDS PROTECTIONS AND SUSTENANCE FOR SIGNIFICANT NATIVE WILDLIFE THAT MAKE THIS AREA THEIR HOME. THIS AREA IN EASTERN IDAHO IS ALSO HOME TO NUMEROUS RANCHERS AND FARMERS, WHO ARE PROTECTING THEIR LEGACIES BY PLACING CONSERVATION EASEMENTS ON THEIR PROPERTIES. OVER THE LAST 35 YEARS, TRLT HAS WORKED ON OVER 178 PROJECTS IN EASTERN IDAHO TO PERMANENTLY PROTECT 43,825 ACRES THROUGH 163 CONSERVATION EASEMENTS, 5 TRLT FEE TITLE PROJECTS, AND 10 FACILITATED FEE ACQUISITIONS. THIS EQUATES TO 170 PROTECTED PROPERTIES THAT REPRESENT KEY LINKAGES IN MIGRATION PATHS FOR BIG GAME, WHICH ARE CONSIDERED SOME OF THE MOST PRODUCTIVE AREAS FOR WILDLIFE. IN ADDITION, WE HAVE RELEASED 64 TRUMPETER SWANS AS PART OF OUR TETON VALLEY TRUMPETER SWAN PROJECT, AND WE SECURED 660 ACRES OF CRUCIAL FOOD RESOURCES FOR STAGING SANDHILL CRANES. TRLT HAS WORKED ON 28 RESTORATION PROJECTS IN THE REGION AND HAS DEVELOPED AND OPENED FOUR AREAS FOR PUBLIC ACCESS AND EDUCATION THROUGH INTERPRETIVE SIGNAGE. WE HOST THE GREATER YELLOWSTONE SANDHILL CRANE FESTIVAL IN THE REGION, WHICH WE STARTED IN 2018.

IN THE LAST FIVE YEARS, TRLT SECURED \$12,145,000 OF FEDERAL FUNDS FOR LAND PROTECTION (\$7.2M NRCS AGRICULTURAL LAND EASEMENTS, \$1M NORTH AMERICAN WETLAND CONSERVATION ACT, AND \$3.84M LAND AND WATER CONSERVATION FUND). IN ADDITION, TRLT COMPLETED A \$10M LEGACY OF LAND CAPITAL CAMPAIGN IN 2022. THIS CAMPAIGN BOLSTERED TRLT'S CONSERVATION ACTION FUND, STEWARDSHIP ENDOWMENT, AND ONGOING PROGRAMMATIC WORK TO ENSURE ADVANCEMENT ON OUR MISSION. THE CAMPAIGN SECURED CASH GIFTS, PLEDGES, AND BEQUESTS TOTALING MORE THAN \$11M, ILLUSTRATING TRLT'S IMPORTANCE AND CREDIBILITY IN OUR LOCAL COMMUNITIES. IN 2025, TRLT LAUNCHED A NEW CAMPAIGN TO RAISE \$1.25M FOR THE GREATER YELLOWSTONE SANDHILL CRANE INITIATIVE. BY THE END OF THE YEAR, TRLT PROJECTS IT

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

Name of the organization TETON REGIONAL LAND TRUST, INC.	Employer identification number 94-3146525
---	--

WILL HAVE RAISED MORE THAN \$750K TO CONTINUE TO PROTECT AND RESTORE VITAL HABITAT, PROVIDE SUPPLEMENTAL FOOD PLOTS FOR CRANES, MONITOR CRANE POPULATIONS, AND RAISE AWARENESS IN OUR COMMUNITIES ABOUT CRANE CONSERVATION THROUGH THE GREATER YELLOWSTONE CRANE FESTIVAL AND CRANES IN THE CLASSROOM.

THE TETON REGIONAL LAND TRUST'S COMMITMENT TO CONSERVING AND PROTECTING NATURE'S 'ONE TIME ONLY OFFER' RECEIVES OVER 80% OF ITS FUNDING THROUGH THE GENEROSITY OF INDIVIDUAL DONORS. THESE SUPPORTERS REMAIN STEADY AND DEDICATED IN THEIR COMMITMENT YEAR AFTER YEAR, NOT ONLY FROM THEIR WALLETS, BUT ALSO BY PARTICIPATING IN VOLUNTEER WORKDAYS AND SPECIAL EVENTS THROUGHOUT THE YEAR. AS IT ENTERS ITS 35TH YEAR IN 2025 THE TETON REGIONAL LAND TRUST'S FINANCIAL CONDITION IS STRONG AND CONTINUES TO GROW THROUGH THE STEWARDSHIP OF ITS DEDICATED STAFF AND CONSTANT COMMITMENT OF ITS DONORS.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
EDUCATIONAL TRAINING REGARDING THE GREATER YELLOWSTONE ECOSYSTEM'S RESOURCES AND THE IMPORTANCE OF IT'S PROTECTION.

(4) TETON BASIN TRUMPETER SWAN PROJECT: IN 2013, THE LAND TRUST TEAMED UP WITH THE IDAHO DEPARTMENT OF FISH AND GAME, WYOMING WETLANDS SOCIETY, THE US FISH AND WILDLIFE SERVICE, THE TRUMPETER SWAN SOCIETY, AND A LOCAL FAMILY TO RELEASE TRUMPETER SWANS ONTO A PROTECTED WETLAND IN AN ATTEMPT TO ESTABLISH BREEDING PAIRS AND INCREASED SUMMER RESIDENCY IN TETON VALLEY.

(5) GREATER YELLOWSTONE SANDHILL CRANE INITIATIVE: THIS PROJECT IS SECURING AND ACTIVELY MANAGING PRE-MIGRATION STAGING HABITAT IN TETON VALLEY IN ORDER TO SUSTAIN THE LARGEST PRE-MIGRATION STAGING POPULATION OF SANDHILL CRANES IN THE GREATER YELLOWSTONE ECOSYSTEM.

FORM 990, PART VI, SECTION A, LINE 4:
WE ADDED TERM LIMITS TO THE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION B, LINE 11B:
AS REVISED IN THE POLICY ON FINANCIAL ADMINISTRATION APPROVED BY THE BOARD OF DIRECTORS IN MAY 2013, THE 990S SHALL BE REVIEWED BY THE FULL BOARD OF DIRECTORS AND THE EXECUTIVE DIRECTOR PRIOR TO BEING SIGNED AND FILED BY THE BOARD PRESIDENT.

FORM 990, PART VI, SECTION B, LINE 12C:
AS STATED IN THE COI POLICY, EACH DIRECTOR AND MEMBER OF THE STAFF SHALL SIGN AN ANNUAL DECLARATION, STATING THAT THEY HAVE REVIEWED AND AGREE TO COMPLY WITH THE CONFLICT OF INTEREST POLICY AND LISTING ANY EXISTING OR KNOWN CONFLICTS OF INTEREST. BOARD/COMMITTEE MEMBERS ARE RECUSED FROM ANY AND ALL BOARD AND COMMITTEE DISCUSSIONS ON ANY PROJECTS OR TRANSACTION INVOLVING CONFLICTS OF INTEREST. STAFF MEMBERS ARE RECUSED FROM PARTICIPATING IN PROGRAMS OR PROJECTS WHERE CONFLICTS EXIST. COMPLIANCE TO THE CONFLICT OF INTEREST POLICY IS ADMINISTERED BY THE EXECUTIVE DIRECTOR.

FORM 990, PART VI, SECTION B, LINE 15:
WAGE AND SALARY INCREASES ARE AWARDED BASED UPON EMPLOYEE PERFORMANCE - AS MEASURED IN FORMAL PERFORMANCE REVIEWS - AND THE ORGANIZATION'S FINANCIAL STANDING.

1. THE EXECUTIVE DIRECTOR'S SALARY AND BENEFITS WILL BE ESTABLISHED BY THE BOARD OF DIRECTORS AT LEAST ANNUALLY.

