

Ct League Of Conservation Voters

Executive Director / CEO

EIN 061582273

CT · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mike Urgo, Executive Director / CEO** (\$64,739) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Mike Urgo — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B60).

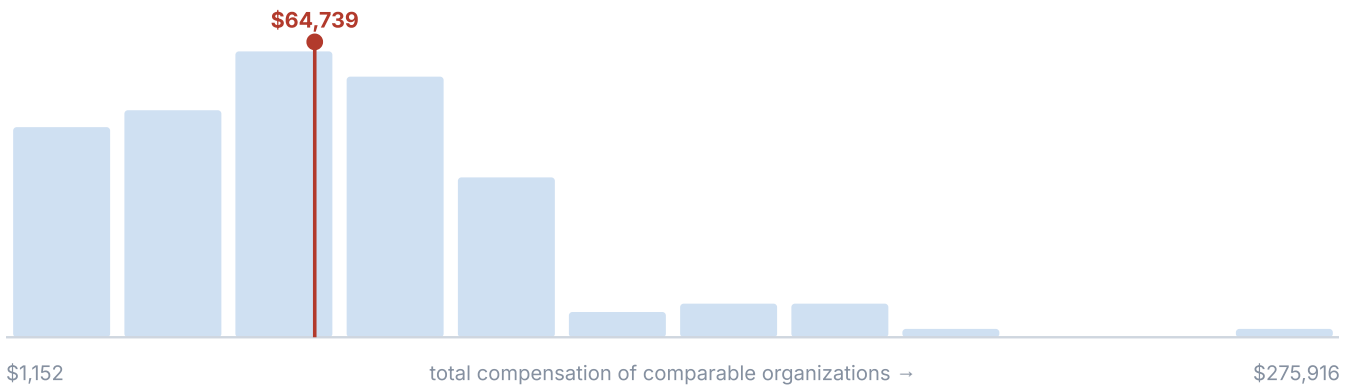
BUDGET Total revenue between \$219,168 and \$490,675 — 0.67x to 1.50x the subject's \$327,117 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography

→ **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,053	\$39,233	\$62,418	\$90,107	\$106,297	\$64,739
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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 CT 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
California State Society For Opticians	CA	\$326,005	Executive Officer	\$42,600	\$39,233	2024
Starting Now Corporation	FL	\$328,951	Director	\$72,664	\$74,955	2023
Clifford Antone Foundation	TX	\$329,181	Executive Director	\$68,500	\$73,081	2024
Mindful Birthing And Parenting	CA	\$323,526	Vice President	\$28,550	\$26,293	2024
Cleveland Empowerment Foundation	MS	\$332,100	Director, Ch	\$27,217	\$33,285	2023
American Institute Of Healthcare Compliance	OH	\$332,828	Lpn, Bs, Cca, Cifha, Cha, Chcm, Chbs, Chco, Ohcc, Cmdp, Icdct-cm/pccs	\$54,223	\$63,062	2023
Virginia Head Start Associationinc	VA	\$321,006	Executive Di	\$83,888	\$86,387	2024
Ploughshare Institute For Sustainable	TX	\$319,261	Vice President	\$21,750	\$23,889	2023
Carley Cunniff-peter S Dixon Md	CT	\$335,019	Executive Dir.	\$165,000	\$165,000	2024
The Institute Of Classical	CA	\$336,507	Chapter Dire	\$101,823	\$96,545	2023
Faith Community Nurse Network	MN	\$336,612	Executive Di	\$3,333	\$3,513	2024
Nowmattersnow Org	WA	\$316,324	President, Treasurer, & Ceo	\$155,600	\$148,579	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leadership Education Mission Alliance Lema Inst	MI	\$315,656	President	\$70,000	\$77,059	2024
Literacy Volunteers Of Greater Waterbury	CT	\$314,920	Executive Director	\$90,569	\$93,244	2023
Progress For Good Inc	NY	\$314,802	Founder	\$31,333	\$31,089	2023
Hannahs House	NJ	\$314,646	Executive Director	\$18,240	\$17,369	2024
Association Of Computer Technology Educa	ME	\$339,711	Executive Director	\$87,112	\$95,781	2023
Leadership Greater Mchenry County	IL	\$313,863	Executive Di	\$89,404	\$91,326	2025
Louise H Batz Patient Safety Foundation	TX	\$341,013	Executive Director	\$52,500	\$57,666	2023
Edwins Second Chance Life Skills Center	OH	\$342,059	Pre., Secretary & Treasure	\$19,654	\$22,202	2024
Adagio Institute Inc	TX	\$311,557	Summers	\$66,464	\$73,003	2023
The Oped Project Public Knowledge Fund Inc	NY	\$310,570	Executive Director	\$25,000	\$24,094	2024
Happier Valley Comedy Inc	MA	\$343,687	President	\$65,127	\$62,418	2024
Pathway Financial Education	MO	\$344,022	Executive Director	\$35,045	\$40,757	2023
Well For The Journey Inc	MD	\$310,084	Executive Di	\$83,700	\$83,459	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	149 organizations. Compensation range \$1,152–\$275,916; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$327,117); for reference, expenses \$305,586 and assets \$335,147.
ROLE MATCH	Mike Urgo, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	53 rd
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	85 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 (Mike Urgo) 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 149 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$64,739 is reasonable (approximately the 53rd 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.