

Climate Advocates Voces Unidas

Executive Director / CEO

EIN 203287015
 TX · NTEE C30
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Kurt Gutjahr, Executive Director / CEO** (\$136,379) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

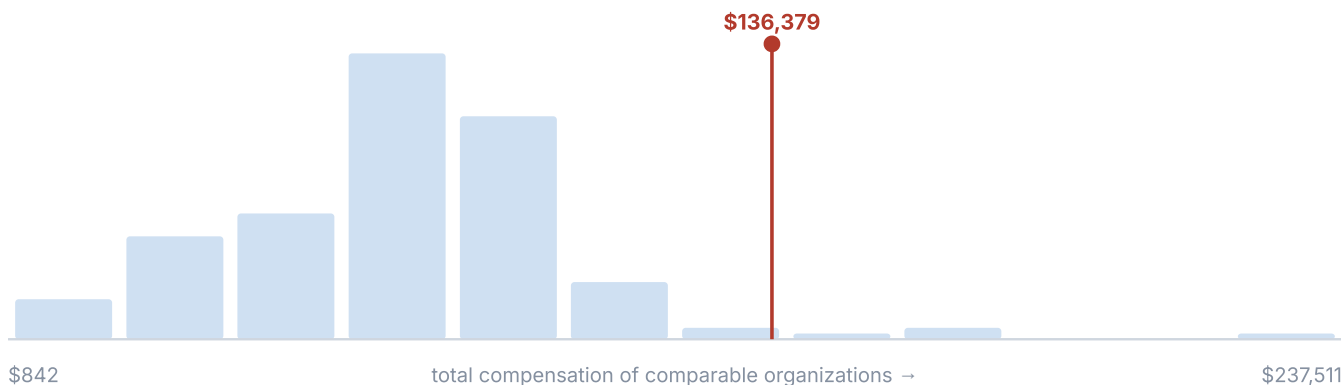
Benchmarked executive: Kurt Gutjahr — reported title "OUTGOING EXE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$292,857 and \$655,650 — 0.67x to 1.50x the subject's \$437,100 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

152 organizations qualified on sector, size, and geography → **152** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,946	\$53,054	\$71,525	\$88,206	\$102,022	\$136,379
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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 TX 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
Waterkeepers Chesapeake Inc	MD	\$437,762	Executive Director	\$69,300	\$66,483	2024
Coalition For Sonoran Desert Protection	AZ	\$436,402	Executive Dir.	\$77,915	\$76,892	2024
Glen Canyon Institute	UT	\$436,232	Executive Di	\$75,326	\$79,110	2024
Carbon Underground	CA	\$435,291	Director, Strategic Partnerships	\$59,547	\$56,549	2022
Department Of Bioregion	WA	\$439,391	Executive Director	\$49,042	\$45,056	2024
Coral Bay Community Council	VI	\$434,239	Executive Director	\$83,628	\$85,841	2024
Lake Katherine Nature Center And Botanic	IL	\$440,469	Operations Manager	\$90,177	\$93,659	2023
Royal African Foundation	UT	\$441,715	President	\$23,328	\$24,500	2024
Gunpowder Riverkeeper Inc	MD	\$431,484	Executive Director	\$65,721	\$63,049	2024
Forests Forever Inc	CA	\$431,470	Ex Dir. & Secre	\$79,070	\$70,062	2024
Uhiwai O Haleakala	HI	\$443,476	Executive Di	\$102,373	\$94,051	2024
Mclean Game Refuge Inc	CT	\$428,079	President	\$49,166	\$47,304	2024
Partners For Conservationinc	CO	\$447,284	Executive Di	\$117,375	\$115,491	2024
Baduwa't Watershed Council	CA	\$426,600	Board President	\$55,370	\$47,797	2025
Wildlife Leadership Academy	PA	\$449,846	Executive Director	\$65,339	\$68,837	2023
Balsam Mountain Trust	NC	\$449,949	Executive Director	\$102,083	\$111,433	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mid John Day Watershed Council	OR	\$450,522	Executive Director	\$63,008	\$61,815	2023
Public Land Solutions	UT	\$422,713	Managing Dir	\$105,744	\$111,056	2024
Wachiska Audubon Society Inc	NE	\$421,211	Executive Di	\$70,404	\$77,703	2024
Keep The Tennessee River Beautiful	TN	\$453,131	Custodian Of	\$69,282	\$74,728	2024
St Bartholomew's Conservancy Inc	NY	\$454,826	Executive Director	\$127,870	\$122,069	2023
Partnership For The National Trails	DC	\$418,939	Executive Director	\$105,380	\$94,891	2024
Grand Canyon River Guides Inc	AZ	\$418,618	Executive Director	\$63,954	\$61,487	2025
Blue Heron Nature Preserve Inc	GA	\$455,759	Executive Dir.	\$21,745	\$22,435	2024
Whiteswan Environmental We	WA	\$418,324	Executive Director	\$92,322	\$84,817	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2025 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 TX 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 **152** organizations. Compensation range \$842–\$237,511; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$437,100); for reference, expenses \$469,987 and assets \$61,317.

ROLE MATCH	Kurt Gutjahr, reported title <i>"OUTGOING EXE"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	95 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 (Kurt Gutjahr) 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 152 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$136,379 is reasonable (approximately the 97th 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.