

Doves Incorporated

Executive Director / CEO

EIN 820586529

AZ · NTEE P118

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mary Lynn Kasunic, Executive Director / CEO** (\$27,056) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Mary Lynn Kasunic — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P118).

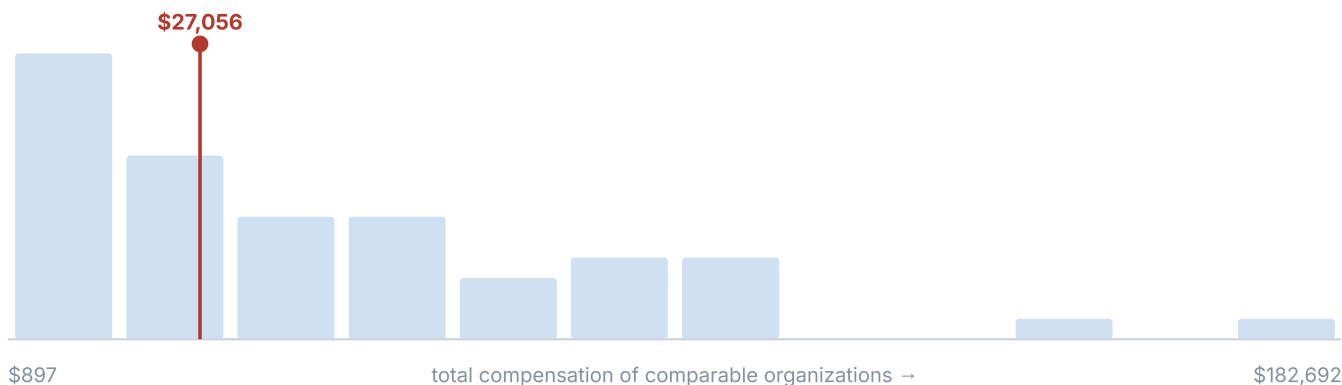
BUDGET Total revenue between \$200,576 and \$449,052 — 0.67x to 1.50x the subject's \$299,368 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography

→ **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,530

\$12,089

\$32,084

\$65,832

\$95,135

\$27,056



■ 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 AZ 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
Marriage Encounter Support Foundation	IA	\$299,121	Executive Director	\$124,120	\$137,258	2024
Jim Troxell Foundation	AZ	\$298,426	President	\$924	\$897	2024
Companeros International	TX	\$297,875	Vice President	\$97,343	\$101,249	2023
Indian Creek Caring Foundation	PA	\$308,631	Ceo	\$8,830	\$8,894	2024
East Bay Foundation On Aging	CA	\$287,286	Treasurer	\$43,886	\$39,404	2023
Children's Advocacy Center	NV	\$285,800	Executive Di	\$58,461	\$57,658	2025
Center Of Hope Foundation Inc	NY	\$314,749	Ceo/president	\$98,184	\$89,606	2024
Buildup Steam Inc	MI	\$282,313	President	\$87,614	\$94,032	2023
Eliada Foundation Inc	NC	\$281,463	Ceo	\$8,058	\$8,409	2024
Central Florida Ymca Foundation Inc	FL	\$280,740	Ceo/president	\$29,137	\$27,645	2024
Goodwill Industries Of The Southern	NC	\$279,662	Assistant Sec/treasurer	\$30,403	\$31,728	2024
The Arc Greater Hudson Valley Foundation	NY	\$279,031	Executive Director (Started 3/23)	\$51,546	\$48,432	2023
Rainbow Defense Fund Inc	AZ	\$275,065	Director	\$71,961	\$71,961	2023
Battered Womens Shelter Endowment Fund	TX	\$324,888	President/ceo	\$180,833	\$182,692	2024
Starkey Foundation Inc	KS	\$272,592	Coo	\$17,410	\$19,557	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vogel Alcove Foundation	TX	\$272,565	President & Ceo	\$46,458	\$48,322	2023
Grace Medical Home Foundation Inc	FL	\$272,213	Ceo	\$30,830	\$29,251	2024
The Healthsource Foundation	OH	\$327,288	Hso Ceo	\$41,842	\$46,081	2023
Radiate Coalition	TX	\$265,456	Ceo/president	\$29,744	\$30,937	2023
Old North End Community Center	VT	\$264,429	President	\$3,050	\$3,100	2024
Marc Endowment Inc	TX	\$335,535	Executive Director	\$14,786	\$15,379	2023
The Center Foundation Inc	NY	\$340,071	President	\$99,251	\$90,580	2024
Ach Landowner lii	TX	\$247,485	Ceo	\$26,417	\$26,689	2024
Self Love Beauty	MI	\$353,058	Executive Director	\$82,950	\$89,026	2023
A Second Chance Charitable Foundation	PA	\$244,959	President & Chairperson	\$6,886	\$6,935	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2023 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 AZ 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 48 organizations. Compensation range \$897–\$182,692; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$299,368); for reference, expenses \$437,831 and assets \$1,849,701. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Mary Lynn Kasunic, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 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	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	65 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 (Mary Lynn Kasunic) 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 48 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,056 is reasonable (approximately the 40th 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.