

# Ocean

Executive Director / CEO

EIN 860757824  
 AZ · NTEE Q220  
 FY ending 2024-12-31  
**June 13, 2026**

This analysis benchmarks the total compensation of **Dawna Cox-marez, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **676** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

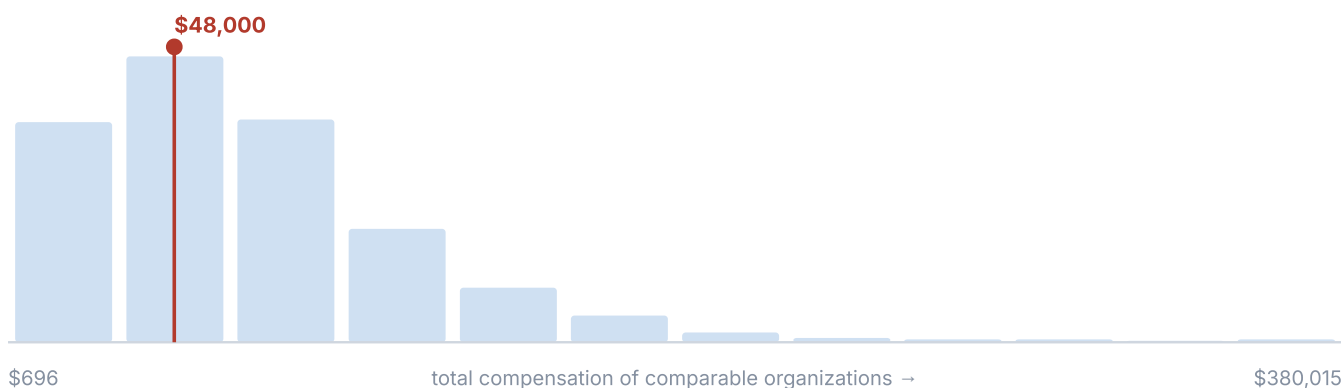
**Benchmarked executive:** Dawna Cox-marez — reported title “EMPLOYEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Q220).
- BUDGET** Total revenue between \$304,969 and \$682,768 — 0.67x to 1.50x the subject's \$455,179 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**676** organizations qualified on sector, size, and geography → **676** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,765	\$33,723	\$60,880	\$93,611	\$129,638	\$48,000
----------	----------	----------	----------	-----------	----------



## ● 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
<a href="#">Hearts2honduras Inc</a>	TN	\$454,047	Vice President Of Operations	\$45,800	<b>\$51,537</b>	2023
<a href="#">Send Me</a>	MO	\$453,800	President	\$7,330	<b>\$8,073</b>	2024
<a href="#">Braveheart Ministries Inc</a>	TX	\$456,807	President	\$135,865	<b>\$141,316</b>	2024
<a href="#">Discipling Marketplace Leaders</a>	MI	\$453,546	President	\$50,000	<b>\$53,662</b>	2024
<a href="#">Open Arms Worldwide</a>	VA	\$457,425	President/executive Direct	\$41,052	<b>\$41,215</b>	2024
<a href="#">Kelly Green Global Inc</a>	FL	\$457,458	President	\$32,500	<b>\$34,024</b>	2022
<a href="#">Leadership Council For Women In National Security</a>	DC	\$457,904	Executive Director	\$178,144	<b>\$158,358</b>	2025
<a href="#">Immigrant Solidarity Dupage</a>	IL	\$458,275	President	\$82,954	<b>\$84,799</b>	2024
<a href="#">Rising Worldwide</a>	CA	\$451,651	Ceo	\$81,153	<b>\$75,017</b>	2023
<a href="#">Children's Fellowship Of India Inc</a>	PA	\$458,750	Executive Di	\$80,767	<b>\$83,749</b>	2024
<a href="#">Franciscan Works</a>	IL	\$451,416	Executive Director	\$53,385	<b>\$54,573</b>	2024
<a href="#">The Womens Institute For Secondary Ed</a>	NC	\$451,104	Executive Dir.	\$65,974	<b>\$72,976</b>	2023
<a href="#">New Covenant World Missions</a>	OH	\$450,873	President Ncwm	\$138,042	<b>\$156,517</b>	2023
<a href="#">Center For Getting Things Started</a>	HI	\$450,454	Executive Di	\$98,393	<b>\$91,598</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fundacion Costa Rica - Estados Unidos De</a>		\$450,433	Executive Director	\$162,780	<b>\$162,780</b>	2024
<a href="#">International Alliance For Mercy Inc</a>	VA	\$459,996	Executive Director	\$59,662	<b>\$59,899</b>	2024
<a href="#">Christian Friends Of Israel</a>	NC	\$450,319	President/director	\$76,235	<b>\$81,906</b>	2024
<a href="#">Pacific Island Ministries</a>	CA	\$450,230	President Field	\$98,876	<b>\$88,778</b>	2024
<a href="#">Alliance Of Filipinos For Immigrant</a>	IL	\$460,208	Frmr Exec Dir	\$76,850	<b>\$78,560</b>	2024
<a href="#">New Frontiers Health Force Inc</a>	FL	\$460,266	Director	\$40,080	<b>\$39,151</b>	2024
<a href="#">Junior Achievement Of Arkansas Inc</a>	AR	\$460,297	President	\$92,049	<b>\$110,764</b>	2023
<a href="#">Sembrando Sentido Inc</a>	PR	\$460,511	Executive Director	\$99,933	<b>\$99,933</b>	2024
<a href="#">Ludhiana Christian Medical College Board</a>	IL	\$460,555	Executive Director	\$35,500	<b>\$36,290</b>	2024
<a href="#">Camp Lightbulb Incorporated</a>	CA	\$460,784	Chairman	\$144,167	<b>\$133,266</b>	2023
<a href="#">Christian Mission Aid Inc</a>	MI	\$460,825	Ceo/secretary	\$94,000	<b>\$100,885</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **676** organizations. Compensation range \$696–\$380,015; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$455,179); for reference, expenses \$448,893 and assets \$6,286.
ROLE MATCH	Dawna Cox-marez, reported title "EMPLOYEE", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	41 <sup>st</sup>
All sources (D + E + F), adjusted	36 <sup>th</sup>

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 (Dawna Cox-marez) 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 13, 2026, comparing compensation against 676 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 38<sup>th</sup> 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 13, 2026.