

Welcoming Home

Executive Director / CEO

This analysis benchmarks the total compensation of **Karen Dunn, Executive Director / CEO** (\$22,501) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

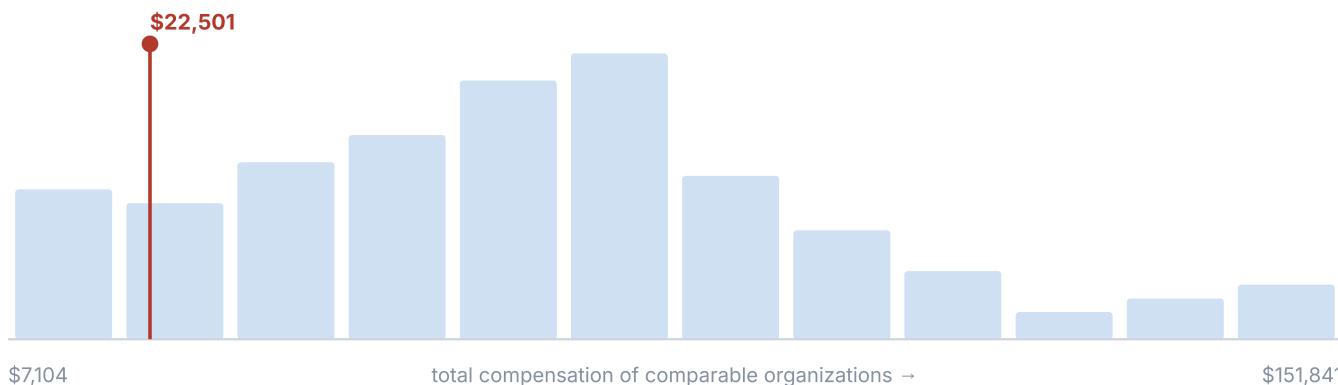
Benchmarked executive: Karen Dunn — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$311,796 and \$698,052 — 0.67x to 1.50x the subject's \$465,368 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,371	\$37,356	\$63,026	\$85,663	\$105,012	\$22,501
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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 CA 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
Pdx Diaper Bank	OR	\$464,235	Executive Director	\$44,280	\$47,621	2024
Good Neighbor Emergency Assistance Inc	IA	\$462,999	Executive Director	\$41,023	\$52,018	2024
Fenton Center Of Hope	MI	\$470,277	Co-director	\$75,400	\$90,128	2024
Literacy Volunteers Of Somerset County	NJ	\$458,723	Executive Director	\$88,250	\$88,896	2025
The Michael E Thornton Foundation	TX	\$475,602	Vice President	\$77,000	\$89,200	2024
Family Promise Of Fulton	GA	\$475,665	Executive Director	\$87,736	\$102,162	2024
Powder River Energy Corporationfoundation Inc	WY	\$476,784	Executive Director	\$47,617	\$59,049	2024
Coopersville Cares	MI	\$453,398	Director	\$12,022	\$14,370	2024
Common Ground Free Store	OH	\$453,131	Executive Dir.	\$65,860	\$80,783	2024
Kaitlyns Kloset Mn	MN	\$478,302	Executive Director	\$7,394	\$8,710	2023
Everyone Matters Ministries	CA	\$451,890	Executive Director	\$60,000	\$61,772	2023
Mississippi Coats 4 Kidz	MS	\$450,452	Executive Director	\$15,700	\$20,250	2024
Common Garments Ministry Inc	KY	\$450,451	President	\$6,000	\$7,465	2024
Families For Families	NJ	\$480,510	Exeecutive Director	\$50,000	\$53,226	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Seeds Of Faith Inc	NH	\$482,919	Executive Director	\$56,000	\$59,882	2024
Poverty Reduction Services	UT	\$446,091	Executive Director	\$111,038	\$131,609	2024
Asa Cox Foundation	OH	\$445,932	Director	\$24,653	\$31,132	2023
Help Of Beaufort	SC	\$445,702	Executive Director	\$61,758	\$76,817	2023
805 Undocufund	CA	\$487,066	Executive Director	\$19,091	\$19,655	2023
Peace House Community	MN	\$443,507	Dirctor Non Voting	\$92,009	\$105,287	2024
God's Outreach Madison County Food	KY	\$488,610	President &	\$48,757	\$62,455	2023
The Grateful Garment Project	CA	\$488,990	Executive Director	\$69,750	\$71,810	2023
Foothills Food Pantry	NC	\$441,634	Coordinator	\$26,880	\$32,165	2024
Family Promise Of Harrisburg	PA	\$495,313	Executive Di	\$65,197	\$75,294	2024
Compassion And Love Compasion Y Amor Community Development Corporation	FL	\$496,087	President	\$24,000	\$26,881	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	123 organizations. Compensation range \$7,104–\$151,841; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$465,368); for reference, expenses \$422,464 and assets \$116,586.
ROLE MATCH	Karen Dunn, reported title " <i>Treasurer</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	13 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	11 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 (Karen Dunn) 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 123 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,501 is reasonable (approximately the 13th 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.