

Ace Mentor Program Of Washington

Executive Director / CEO

EIN 202238314
 WA · NTEE B99
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Angela Gottula Twining, Executive Director / CEO** (\$46,014) against **every comparable organization** that fit the selection criteria — **385** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

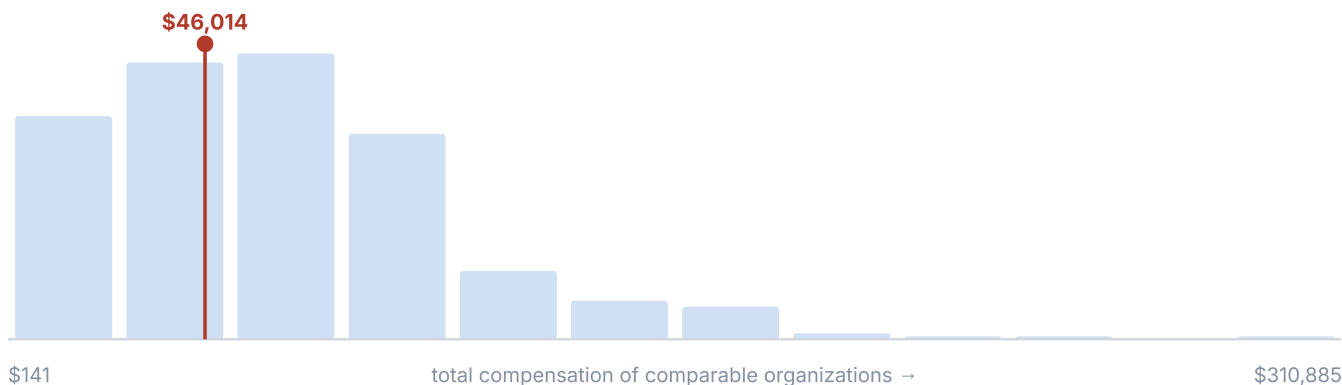
Benchmarked executive: Angela Gottula Twining — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$175,648 and \$393,243 — 0.67x to 1.50x the subject's \$262,162 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

385 organizations qualified on sector, size, and geography → **385** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,074	\$34,586	\$58,595	\$84,158	\$116,069	\$46,014
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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 WA 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
Academy Northwest	WA	\$262,234	Director	\$36,174	\$36,174	2024
Swan Impact Network Inc	TX	\$262,320	Executive Director	\$23,000	\$25,698	2024
Empowerment Factory	RI	\$263,053	Executive Director	\$44,100	\$48,627	2023
Steuben Senior Services Fund	NY	\$260,629	Executive Director	\$58,308	\$58,850	2024
Leadership South Carolina	SC	\$260,433	Exec. Director	\$90,000	\$104,871	2024
Topaz Arts Inc	NY	\$259,923	President	\$56,995	\$59,223	2023
Transform Alabama	AL	\$259,506	Executive Director	\$39,250	\$47,362	2024
The North Carolina Safety Conferenc	NC	\$264,987	Executive Di	\$48,600	\$54,643	2025
Carpinteria Education Foundation Inc	CA	\$259,098	Executive Director	\$46,287	\$45,961	2023
Inclusive Entrepreneurs Foundation Fka	OR	\$265,250	Executive Director	\$33,309	\$34,550	2024
Governors Committee On Scholastic	NY	\$265,257	Executive Director	\$135,000	\$136,255	2024
97percentorg Inc	CA	\$266,129	Director/ceo Thru 12/31/2023	\$110,596	\$109,818	2023
Leadership Rochester Inc	NY	\$266,693	Executive Director (Thru 2/2024)	\$68,135	\$68,768	2024
Hazing Prevention Network	IN	\$266,697	Executive Director	\$80,000	\$94,230	2024
Ohio School Psychologists	OH	\$266,818	Executive Di	\$56,963	\$67,388	2024
Maker Space 307	WY	\$257,487	Executive Director	\$57,499	\$70,802	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Homestead Co-op	AZ	\$256,998	President	\$30,196	\$32,436	2024
Royal Academy Inc	LA	\$256,873	Highest Compensated Employee	\$18,010	\$23,739	2022
Qiao Ji Mandarin	CA	\$256,806	Executive Director	\$11,000	\$10,609	2024
Nantucket Comedy Festival Inc	MA	\$267,526	Executive Director	\$55,000	\$55,203	2024
Ideals Foundation Inc	GA	\$256,117	Ceo/bd Member	\$115,000	\$129,152	2024
Upstart Crow Studios	OR	\$268,389	Artistic Director	\$45,000	\$48,055	2023
The Samuel School	PA	\$268,506	Principal	\$132,381	\$143,652	2025
Hispanic Educational Technology Services Inc	PR	\$255,749	Executive Director	\$73,034	\$75,191	2023
Indiana American Family	IN	\$268,785	Executive Di	\$111,227	\$131,011	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	385 organizations. Compensation range \$141–\$310,885; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$262,162); for reference, expenses \$184,536 and assets \$697,126.
ROLE MATCH	Angela Gottula Twining, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 15 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	36 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	32 nd

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 (Angela Gottula Twining) 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 385 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,014 is reasonable (approximately the 36th 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.