

# Iowa Aces 360

Executive Director / CEO

EIN 843720619

IA · NTEE F01

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Cushatt, Executive Director / CEO** (\$83,698) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Lisa Cushatt — 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 (F01).

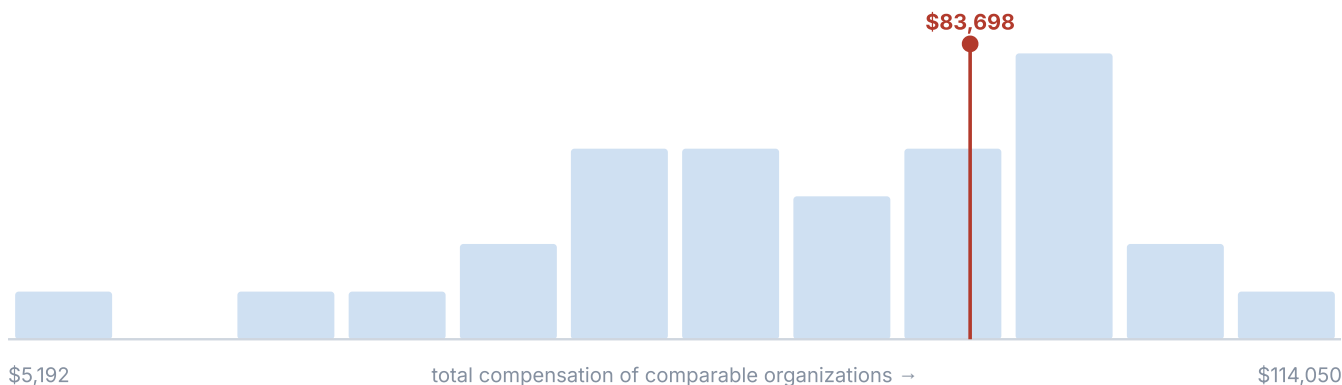
**BUDGET** Total revenue between \$295,009 and \$660,468 — 0.67x to 1.50x the subject's \$440,312 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F01), nationwide + budget 0.67–1.5x revenue.

**29** organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$44,026	\$59,214	\$72,356	\$88,480	\$94,225	\$83,698
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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 IA 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="#">Raices Sagradas Community Mental Health</a>	MN	\$432,677	Executive Director	\$63,924	<b>\$59,214</b>	2024
<a href="#">Sharing Kindness Inc</a>	MA	\$424,272	Executive Dir.	\$101,200	<b>\$85,253</b>	2024
<a href="#">Elyse Fox Club Inc</a>	NY	\$462,922	Ceo	\$107,178	<b>\$93,474</b>	2023
<a href="#">Justice And Recovery Advocates Inc</a>	MD	\$488,592	Ceo	\$105,067	<b>\$89,711</b>	2025
<a href="#">Sauk Valley Voices Of Recovery</a>	IL	\$390,878	Executive Director	\$71,337	<b>\$70,464</b>	2022
<a href="#">Bumble Bee Yoga Community</a>	TX	\$387,428	Executive Di	\$62,630	<b>\$58,731</b>	2024
<a href="#">St Charles Community Care Center Foundation Inc</a>	LA	\$386,632	Executive Director	\$83,255	<b>\$88,480</b>	2023
<a href="#">Total Family Care Coalition</a>	DC	\$495,642	President And Executive Director	\$102,789	<b>\$84,560</b>	2024
<a href="#">Family Voices Of Wisconsin Inc</a>	WI	\$380,994	Executive Dir.	\$69,694	<b>\$68,234</b>	2024
<a href="#">Aspen Network Inc</a>	MO	\$379,721	Executive Di	\$76,002	<b>\$75,464</b>	2024
<a href="#">Idaho Federation Of Families For Childrens Mental</a>	ID	\$370,560	Executive Director	\$89,764	<b>\$87,211</b>	2025
<a href="#">Marshmallow's Hope Nonprofit</a>	IL	\$362,070	Executive Di	\$50,000	<b>\$47,443</b>	2023
<a href="#">Collective Action For Safe Spaces</a>	DC	\$340,790	Executive Director	\$98,460	<b>\$80,998</b>	2024
<a href="#">The Missouri Network For Opiate</a>	MO	\$541,215	Executive Director	\$49,600	<b>\$50,703</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Parkinson Place Inc</a>	FL	\$541,842	President	\$5,727	<b>\$5,192</b>	2023
<a href="#">This Must Be The Place</a>	OH	\$332,462	Secretary	\$44,445	<b>\$45,433</b>	2023
<a href="#">Project Discovery Inc</a>	NV	\$326,616	President	\$70,200	<b>\$65,966</b>	2024
<a href="#">Alliance Of Hope For Suicide Loss</a>	IL	\$556,304	Executive Dir.	\$105,600	<b>\$97,324</b>	2024
<a href="#">Morgans Message Inc</a>	VA	\$558,291	Secretary	\$41,202	<b>\$38,396</b>	2023
<a href="#">Hope For A Drug Free Stephens Corp</a>	GA	\$320,007	Project Dire	\$33,664	<b>\$31,732</b>	2024
<a href="#">Stepping Stone Drop-in Center</a>	NH	\$568,340	Executive Director	\$102,327	<b>\$88,576</b>	2024
<a href="#">Stay Here Nonprofit Corporation</a>	TN	\$309,238	Ceo	\$97,587	<b>\$96,162</b>	2024
<a href="#">Nami Piedmont Tri-county</a>	SC	\$308,875	Executive Director	\$66,608	<b>\$65,142</b>	2024
<a href="#">Nevada Coalition For</a>	NV	\$296,353	Ceo/president	\$77,000	<b>\$72,356</b>	2024
<a href="#">FentanylSolution Org</a>	CA	\$589,263	President	\$96,863	<b>\$80,727</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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** 29 organizations. Compensation range \$5,192–\$114,050; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$440,312); for reference, expenses \$391,531 and assets \$160,957.

ROLE MATCH	Lisa Cushatt, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	59 <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 (Lisa Cushatt) 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 29 similarly situated organizations (Same NTEE sector (F01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,698 is reasonable (approximately the 62<sup>nd</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 9, 2026.