

Community Of Hope

Executive Director / CEO

EIN 853661170

MO · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Allisha Jones-pickens, Executive Director / CEO** (\$149,998) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Allisha Jones-pickens — 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 (P20).

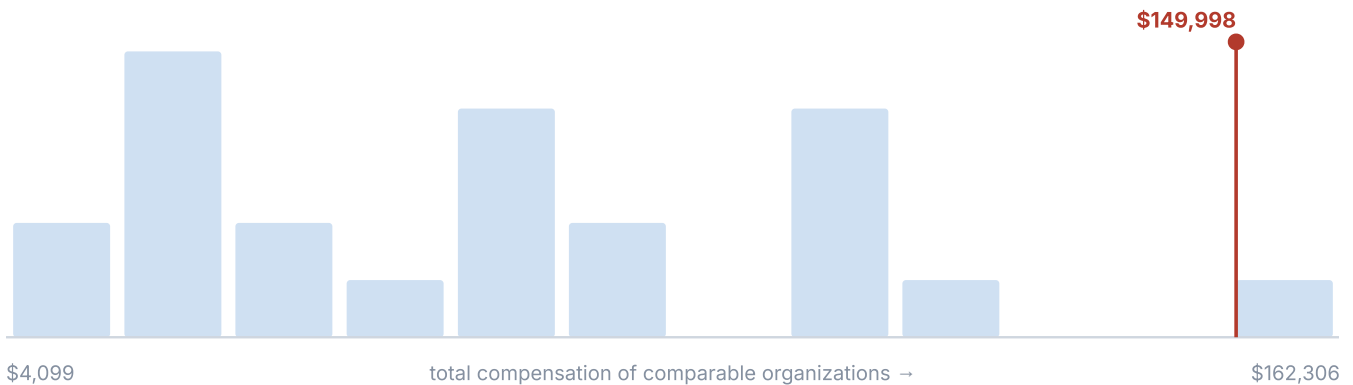
BUDGET Total revenue between \$275,753 and \$617,358 — 0.67x to 1.50x the subject's \$411,572 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + MO + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,390	\$27,537	\$63,392	\$92,931	\$105,400	\$149,998
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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 MO 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
Pieces Peaces	MO	\$423,591	Director	\$30,300	\$29,431	2024
Bree's Gift Inc	MO	\$396,087	Administrative/development	\$4,220	\$4,099	2024
Safety Council Of Greater St Louis	MO	\$439,145	Executive Director	\$69,164	\$69,164	2023
Parent Power Lab Inc	MO	\$369,290	Chair	\$85,000	\$82,561	2024
Peterson Outdoors Ministries	MO	\$462,743	President	\$64,168	\$62,327	2024
Merrystarkey Bridge Inc	MO	\$359,507	Executive Director	\$100,000	\$100,000	2023
Humanitri	MO	\$475,843	Executive Director	\$99,234	\$96,387	2024
Jacob's Ladder Care Services Inc	MO	\$336,934	Treasurer	\$19,698	\$19,133	2024
Budget And Financial Management Assistance	MO	\$489,388	Executive Director	\$76,544	\$76,544	2023
People Of All Colors Succeed Organization	MO	\$499,014	Executive Director - Founder	\$162,306	\$162,306	2023
Michael Od Brown We Love Our Sons And	MO	\$504,033	President	\$120,000	\$120,000	2023
College Hill Foundation	MO	\$312,004	Executive Director	\$43,342	\$42,099	2024
Whosoever Mv Inc	MO	\$310,329	Men's Director	\$21,700	\$21,700	2023
Springs Of Living Water	MO	\$300,744	Founder	\$50,000	\$47,314	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dads Against Crime Inc	MO	\$294,829	President	\$43,333	\$42,090	2024
Rk Missions	MO	\$284,515	Director	\$27,700	\$26,905	2024
In His Name Ministries	MO	\$544,428	President	\$14,400	\$13,987	2024
Rs Foundation	MO	\$552,695	President	\$22,368	\$21,726	2024
Camp Encourage	MO	\$561,012	Executive Director	\$66,361	\$64,457	2024
Metropolitan St Louis Equal Housing & Opportunity	MO	\$597,862	Executive Director Prior	\$67,758	\$67,758	2023
Children's Hope International	MO	\$610,872	Executive Di	\$102,060	\$99,132	2024
Communities First	MO	\$616,200	Executive Director	\$106,000	\$106,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	22 organizations. Compensation range \$4,099–\$162,306; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$411,572); for reference, expenses \$424,978 and assets \$41,558.
ROLE MATCH	Allisha Jones-pickens, reported title " <i>Executive Director</i> ", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	91 st

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 (Alisha Jones-pickens) 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 22 similarly situated organizations (Same NTEE sector (P20) + MO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$149,998 is reasonable (approximately the 95th 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.