

Road To Hope

Executive Director / CEO

EIN 931212633

OR · NTEE P450

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Leona Bicknese, Executive Director / CEO** (\$79,999) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

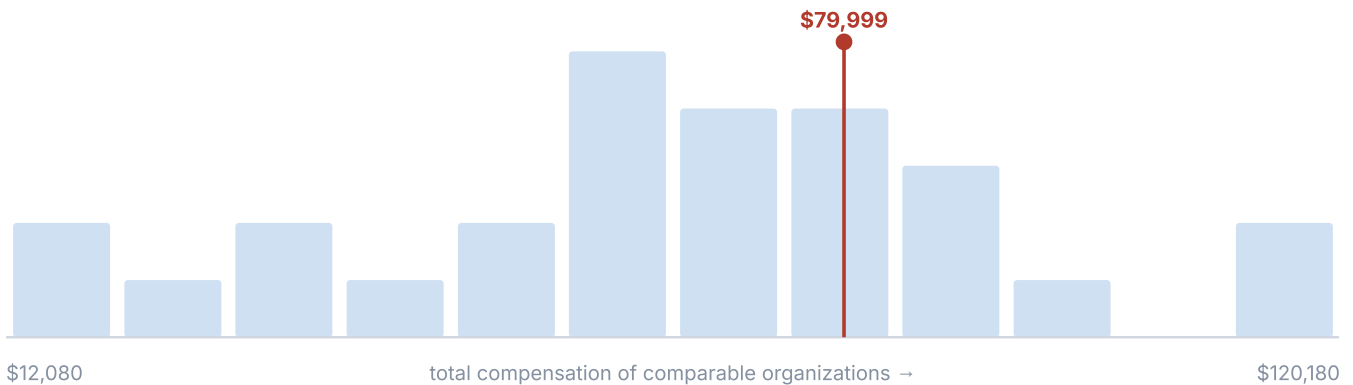
Benchmarked executive: Leona Bicknese — reported title “PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P450).
BUDGET	Total revenue between \$318,619 and \$713,326 — 0.67x to 1.50x the subject's \$475,551 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P45), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,590	\$51,928	\$70,270	\$83,052	\$96,111	\$79,999
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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 OR 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
Madonna Of The Streets Inc	IL	\$477,639	Vice President	\$33,453	\$35,415	2023
Christian Life Home	NC	\$483,442	Executive Director	\$67,966	\$71,559	2025
Hope 139 House Inc	GA	\$449,124	Executive Di	\$22,000	\$23,137	2024
Mothers' Home	PA	\$504,995	Executive Di	\$80,667	\$81,970	2025
Desert Rose Womens Resource Center	NM	\$417,550	Executive Director	\$53,772	\$62,278	2023
Generations Ahead	MI	\$412,269	Executive Di	\$81,320	\$90,384	2023
St Catherine Residence Inc	CO	\$409,567	President	\$12,045	\$12,080	2024
A Place Of Refuge Ministries Of So Wi Inc	WI	\$406,774	Treasurer	\$11,950	\$13,053	2024
Empowering Parents Kansas City	MO	\$399,575	Ceo	\$64,183	\$71,102	2024
Family Counseling Service Of	UT	\$398,211	Executive Dir.	\$95,341	\$102,062	2024
Abortion Alternatives & Womens	TN	\$574,526	Director	\$45,873	\$50,434	2024
Agnus Dei Foundation	CA	\$376,575	Executive Director	\$90,925	\$82,120	2024
The Pregnancy Center	OR	\$576,536	Executive Dir.	\$55,000	\$53,422	2024
Cherish Center	IA	\$579,488	Executive Di	\$73,333	\$83,983	2024
Elizabeths House Option 1	SD	\$370,307	Executive Di	\$52,550	\$60,659	2024
A Center Of Hope Cpc Inc	GA	\$591,581	Executive Director	\$57,106	\$60,057	2024
Under His Wings Inc	AL	\$359,458	Executive Director	\$68,833	\$77,778	2024
St Gianna's Place Inc	NH	\$599,243	Co-director	\$73,955	\$71,424	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Men Of Influence	CA	\$351,539	Executive Dir.	\$75,572	\$70,270	2023
Step By Step Inc	KY	\$608,907	Executive Director	\$82,000	\$92,144	2024
Gabriel Project Inc	IN	\$339,428	President And Exec Director	\$29,846	\$33,892	2023
Providence House Inc	FL	\$625,878	Executive Di	\$62,442	\$65,756	2022
Medical Home Plus	VA	\$662,089	Executive Di	\$83,946	\$84,777	2024
Southeast Texas Family Resource Center Inc	TX	\$663,134	Executive Director	\$45,883	\$48,006	2024
Pregnancy Care Center Of Chandler	AZ	\$676,028	Executive Dir.	\$59,662	\$60,014	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	27 organizations. Compensation range \$12,080–\$120,180; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$475,551); for reference, expenses \$531,095 and assets \$378,040.
ROLE MATCH	Leona Bicknese, reported title " <i>PRESIDENT AND CEO</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	67 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	63 rd

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 (Leona Bicknese) 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 27 similarly situated organizations (Same NTEE sector (P45), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,999 is reasonable (approximately the 67th 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.