

Massachusetts Breast Cancer Coalition

Executive Director / CEO

EIN 043144053
 MA · NTEE E85Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cheryl Osimo, Executive Director / CEO** (\$90,821) against **every comparable organization** that fit the selection criteria — **1119** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Cheryl Osimo — 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 (E85Z).
BUDGET	Total revenue between \$183,490 and \$410,799 — 0.67x to 1.50x the subject's \$273,866 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,119 organizations qualified on sector, size, and geography → **1,119** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,204	\$33,810	\$58,932	\$87,388	\$127,058	\$90,821
----------	----------	----------	----------	-----------	-----------------



■ 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 MA 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
Nature Nurture Farmacy	WA	\$274,054	Executive Director	\$46,800	\$45,290	2024
Breath Of Life Inc	FL	\$273,391	Secretary	\$256,598	\$260,554	2024
Zoecare Inc	SD	\$274,408	Executive Director	\$44,583	\$54,755	2023
Right To Heal	OR	\$274,480	Executive Dir.	\$44,366	\$45,849	2023
In His Hands Life Ministry Inc	NC	\$273,233	Executive Di	\$28,998	\$32,386	2024
Seashore Gardens Foundation	NJ	\$272,798	Treasurer	\$253,529	\$251,899	2023
Ramona Crisis Pregnancy Center	CA	\$272,722	Secretary/executive Director	\$72,312	\$69,486	2023
Community Pregnancy Center Of Pasadena	TX	\$272,667	Executive Director	\$56,392	\$60,973	2024
Grand Itasca Foundation	MN	\$272,620	Foundation Director	\$41,339	\$44,152	2024
Willa Carson Health And Wellness Center Inc	FL	\$272,601	Executive Director	\$66,300	\$67,322	2024
Planned Parenthood Of Southeastern	VA	\$272,593	President/ce	\$32,871	\$34,306	2024
California Coalition For Harm Reduction	CA	\$272,222	Chief Executive Office	\$331,050	\$308,987	2024
Aransas County Medical Services Inc	TX	\$275,599	Executive Director	\$85,143	\$94,779	2023
You Can Be My Angel Foundation	IL	\$275,904	President/chairman	\$30,078	\$31,962	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Healing Reins Of Kentucky Inc	KY	\$271,770	Director	\$14,095	\$16,369	2024
Sschc Real Estate Inc	WI	\$271,568	Chairperson	\$39,315	\$44,381	2024
Educational Foundation Of The Texas Hotel & Lodging Asso	TX	\$276,183	Executive Director	\$118,444	\$128,066	2024
Pregnancy Resource Center Of Flint	MI	\$276,192	Executive Director	\$61,530	\$68,647	2024
Life Is For Eternity Pregnancy Center	OH	\$271,409	Director Of Center	\$32,619	\$38,446	2023
Endorphin Power Company	NM	\$276,372	Executive Di	\$61,316	\$71,284	2024
Adams County Memorial Hospital	IN	\$276,484	Executive Director	\$25,305	\$29,696	2023
Therapeutic Riding Of Tri-cities	WA	\$276,533	Founder/executive Director	\$56,914	\$56,704	2023
The Aphasia Project	NC	\$276,779	Prior Ed	\$59,665	\$66,637	2024
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$62,138	2024
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$59,223	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 1119 organizations. Compensation range \$111–\$3,538,674; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$273,866); for reference, expenses \$263,620 and assets \$479,895.
ROLE MATCH	Cheryl Osimo, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	228 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	49 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	77 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	61 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 (Cheryl Osimo) 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 1119 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,821 is reasonable (approximately the 77th 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.