

# Berkshire Nursing Families Inc

Executive Director / CEO

EIN 043529643

MA · NTEE E99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Julia Keosaian, Executive Director / CEO** (\$74,178) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Julia Keosaian — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (E99).

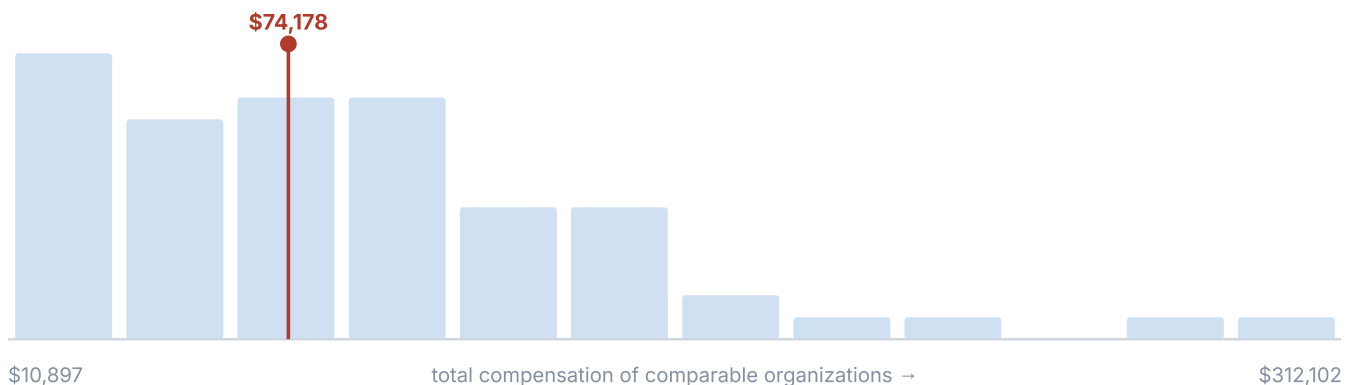
**BUDGET** Total revenue between \$328,472 and \$735,385 — 0.67x to 1.50x the subject's \$490,257 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

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

→ **63** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,411	\$41,248	\$83,682	\$117,070	\$157,082	\$74,178
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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 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
<a href="#">Medical Dental Staff Of Morristown Mem</a>	NJ	\$490,650	President	\$90,000	<b>\$91,787</b>	2024
<a href="#">Familycook Community Table Ltd</a>	NY	\$487,254	President	\$36,000	<b>\$38,256</b>	2023
<a href="#">Alternative Healing Network</a>	CA	\$478,152	President & Ceo	\$13,865	<b>\$13,676</b>	2024
<a href="#">National Urea Cycle Disorders Foundation</a>	CA	\$518,249	President	\$45,000	<b>\$45,697</b>	2023
<a href="#">Charitable Trust Of The Missouri</a>	MO	\$519,009	Executive Di	\$27,139	<b>\$31,987</b>	2025
<a href="#">Cancer Resource Centers Of Mendo Co</a>	CA	\$519,606	Executive Director	\$77,704	<b>\$76,643</b>	2024
<a href="#">Holistic Riding Equestrian Therapy</a>	IL	\$520,970	President & Exec Dir	\$72,500	<b>\$83,821</b>	2023
<a href="#">Bionic Project Inc</a>	MA	\$458,663	Executive Director	\$95,255	<b>\$97,775</b>	2024
<a href="#">Mercy Healthcare Foundation</a>	ND	\$454,793	Former Interim President	\$33,860	<b>\$43,698</b>	2023
<a href="#">Allen Medical Center Medical Office Building</a>	OH	\$526,873	President Lorain & Youngstown Market	\$250,569	<b>\$312,102</b>	2023
<a href="#">Anabaptist Health Ministries Inc</a>	WI	\$529,931	President & Director	\$104,675	<b>\$124,872</b>	2024
<a href="#">Elderly Oral Health Care Consu</a>	MI	\$532,095	Program Direc	\$130,000	<b>\$153,272</b>	2024
<a href="#">Barlow Foundation</a>	CA	\$446,546	President & Ceo	\$31,210	<b>\$30,784</b>	2024
<a href="#">Living Our Visions Inc</a>	WI	\$536,657	Executive Dir.	\$69,120	<b>\$84,891</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pacific Communities Health District Fnd</a>	OR	\$434,715	Executive Director	\$36,574	<b>\$38,797</b>	2024
<a href="#">Medical Dental Staff Of Jersey City</a>	NJ	\$431,794	President	\$21,530	<b>\$21,958</b>	2024
<a href="#">American Foundation Of Savoy Orders Incorporated</a>	NY	\$550,856	Secretary	\$62,400	<b>\$64,408</b>	2024
<a href="#">Agewell Pace</a>	CA	\$428,704	Ceo	\$50,052	<b>\$50,827</b>	2023
<a href="#">Adult &amp; Teen Challenge Virginia Inc</a>	VA	\$553,048	President Ceo	\$98,781	<b>\$112,165</b>	2023
<a href="#">Genesis House Inc</a>	MT	\$560,055	Program Director	\$79,329	<b>\$95,160</b>	2025
<a href="#">Community Health Center</a>	GA	\$563,850	Director, Ceo	\$104,742	<b>\$120,299</b>	2024
<a href="#">Pro Choice Virginia Foundation</a>	VA	\$572,630	Executive Director	\$56,904	<b>\$64,614</b>	2023
<a href="#">Harper County Health Foundation</a>	KS	\$398,841	Executive Dir.	\$20,000	<b>\$24,680</b>	2024
<a href="#">Audiology With A Heart Inc</a>	FL	\$584,187	Director	\$84,437	<b>\$90,607</b>	2024
<a href="#">Black Women's Health Alliance</a>	PA	\$395,480	Executive Di	\$68,770	<b>\$80,651</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **63** organizations. Compensation range \$10,897–\$312,102; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$490,257); for reference, expenses \$508,949 and assets \$233,610.
ROLE MATCH	Julia Keosaian, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Julia Keosaian) 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 63 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,178 is reasonable (approximately the 44<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.