

Roslindale Senior Housing Corporation

Executive Director / CEO

EIN 222473069
 MA · NTEE L22Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Walter Ramos, Executive Director / CEO** (\$28,210) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22Z).
BUDGET	Total revenue between \$121,209 and \$271,363 — 0.67x to 1.50x the subject's \$180,909 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography → **129** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,454	\$18,369	\$35,800	\$65,466	\$87,524	\$28,210
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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
Unity Court Apartments Inc	WV	\$180,733	President	\$53,483	\$64,442	2024
Northern Valley Home	ND	\$181,247	President	\$600	\$733	2024
Coulee Homes Ltd	WI	\$179,604	President/ceo	\$138,859	\$166,148	2023
Methodist Village Inc	AR	\$182,403	Ceo	\$14,434	\$17,590	2025
Maine Adult Education Association	ME	\$179,147	Executive Director	\$44,659	\$48,482	2025
North East Manor Inc	PA	\$179,147	Ceo	\$18,725	\$20,780	2024
Morse Elderly Housing Corporation	FL	\$177,756	Vice Preside	\$75,384	\$76,776	2025
Converse-kokomo Oic Housing Servicesinc	CA	\$184,108	President/ceo	\$68,128	\$65,466	2024
Wyoming Dementia Care	WY	\$185,772	Executive Dir.	\$114,017	\$135,866	2024
Affordable Caring Housing Inc	TX	\$186,001	Chief Program Administrator	\$57,360	\$65,737	2023
La Casa Village li Inc	WI	\$175,199	Board Member	\$21,467	\$24,949	2024
Community Housing.li Inc	OR	\$186,689	President & Ceo	\$45,693	\$47,220	2024
Friends Apartment Homes Inc	IN	\$174,718	Manager	\$9,885	\$11,600	2024
Asi Dakota County Inc	MN	\$188,708	President/tr	\$68,006	\$72,851	2025
Apostolic Temple Village Association Inc	IN	\$188,942	President	\$32,987	\$39,854	2023
Tonopah Lamb Senior Housing Inc	MN	\$172,831	President/tr	\$68,006	\$72,851	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pigeon Creek I Inc	OH	\$172,538	President	\$9,146	\$10,780	2024
Madison County Senior Housing Inc	MO	\$189,847	Executive Director	\$15,116	\$17,816	2024
Access Housing Inc	RI	\$191,466	Chief Executive Officer	\$47,926	\$49,822	2025
Spring Valley Manor Inc	AZ	\$169,124	Coo & Vice President	\$13,954	\$15,375	2023
Shoals Senior Housing Inc	IN	\$168,267	Secretary	\$11,050	\$12,968	2024
Senior Residence At Kapolei 2 Inc	HI	\$168,208	Executive Director/assista	\$12,712	\$12,665	2024
Homes For Mcconnellsburg Inc	MD	\$194,134	Vice President & Director	\$27,109	\$28,204	2024
Spectrum For Living River Vale	NJ	\$194,284	President/ceo	\$54,495	\$54,145	2024
Mary Lee Flagship	TX	\$194,448	President/e.d.	\$277	\$317	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 2024 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 129 organizations. Compensation range \$317–\$533,057; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$180,909); for reference, expenses \$1,014,201 and assets \$476,950. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Walter Ramos, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 108 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	43 rd
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	82 nd

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 (Walter Ramos) 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 129 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,210 is reasonable (approximately the 43rd 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.