

# You Can Live History Inc

Executive Director / CEO

EIN 841591547

CO · NTEE A25

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Darrell Osburn, Executive Director / CEO** (\$18,500) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Darrell Osburn — 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 (A25).

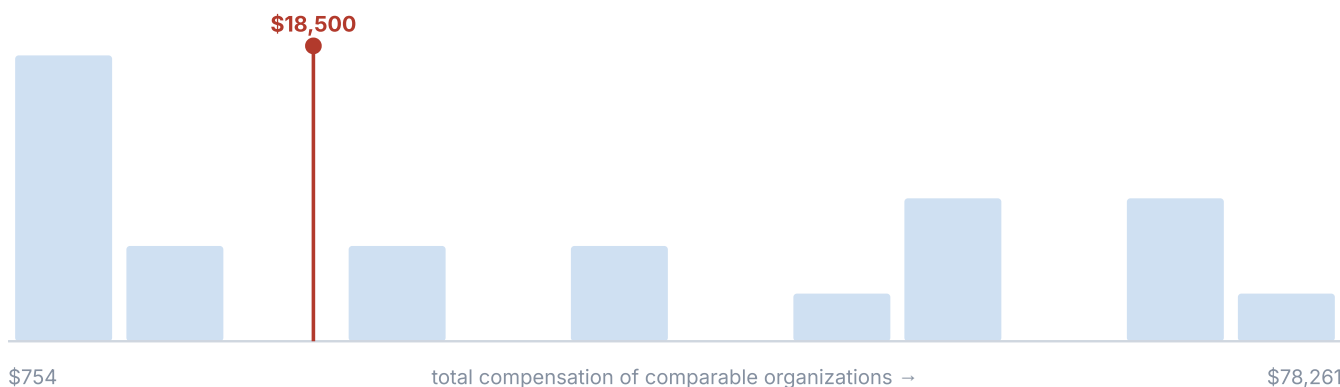
**BUDGET** Total revenue between \$60,819 and \$136,162 — 0.67x to 1.50x the subject's \$90,775 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

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

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,480	\$5,834	\$30,686	\$57,153	\$69,361	\$18,500
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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 CO 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="#">Paper Circle</a>	OH	\$89,941	Executive Dir	\$19,215	<b>\$21,852</b>	2023
<a href="#">Unscripted</a>	TN	\$93,402	Executive Director	\$8,550	<b>\$9,373</b>	2024
<a href="#">Highlands Art League Inc</a>	FL	\$95,039	Treasurer	\$3,720	<b>\$3,906</b>	2022
<a href="#">Livingston Center For Arts &amp;</a>	MT	\$84,998	Executive Di	\$20,511	<b>\$23,739</b>	2023
<a href="#">Jazz Outreach Initiative</a>	NV	\$84,314	Directo Of Programming	\$36,000	<b>\$37,633</b>	2024
<a href="#">Kaleidoscope School Of Fine Art Inc</a>	IL	\$80,819	Executive Director	\$6,135	<b>\$6,476</b>	2023
<a href="#">Art Sphere Inc</a>	PA	\$80,355	Executive Director And Fou	\$64,632	<b>\$69,203</b>	2023
<a href="#">Timeless Gifts</a>	IL	\$102,314	Executive Director	\$55,200	<b>\$56,595</b>	2024
<a href="#">Memphis Cultural Arts Enrichment</a>	TN	\$75,000	President	\$60,000	<b>\$65,773</b>	2024
<a href="#">Canto Vocal Programs A New York Nonprofit Corporation</a>	NY	\$70,305	Ceo	\$800	<b>\$754</b>	2024
<a href="#">Queens World Film Initiative Inc</a>	NY	\$69,060	Co-founder & Artistic Director	\$2,880	<b>\$2,644</b>	2025
<a href="#">Mag Foundation</a>	CA	\$66,969	President	\$63,448	<b>\$58,825</b>	2023
<a href="#">Fermata Arts Foundation Inc</a>	CT	\$66,300	President	\$3,248	<b>\$3,270</b>	2023
<a href="#">The National Foundation For Musical</a>	MN	\$65,780	President	\$12,000	<b>\$12,731</b>	2023
<a href="#">Culture Encounters</a>	VA	\$64,009	Founderexecutive Director	\$1,000	<b>\$1,007</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Working Artists And The Greater Economy Inc</a>	NY	\$120,266	Core Organizer	\$48,396	<b>\$46,954</b>	2023
<a href="#">The Walter Hive</a>	AZ	\$123,495	Executive Director	\$75,790	<b>\$78,261</b>	2023
<a href="#">Shakespearean Youth Theater Company</a>	MN	\$124,596	Managing Director	\$36,000	<b>\$38,193</b>	2023
<a href="#">Arts Access South Carolina</a>	SC	\$130,873	Executive Di	\$50,500	<b>\$56,566</b>	2023
<a href="#">Pulse Arts Inc</a>	CA	\$136,003	Executive Director	\$78,600	<b>\$70,782</b>	2024

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

## Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$754–\$78,261; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$90,775); for reference, expenses \$88,313 and assets \$31,498.
ROLE MATCH	Darrell Osburn, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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

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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 (Darrell Osburn) 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 20 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,500 is reasonable (approximately the 40<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.