

Life Santa

Executive Director / CEO

EIN 871458835
 UT · NTEE T50
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Douglas Osmond, Executive Director / CEO** (\$22,000) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

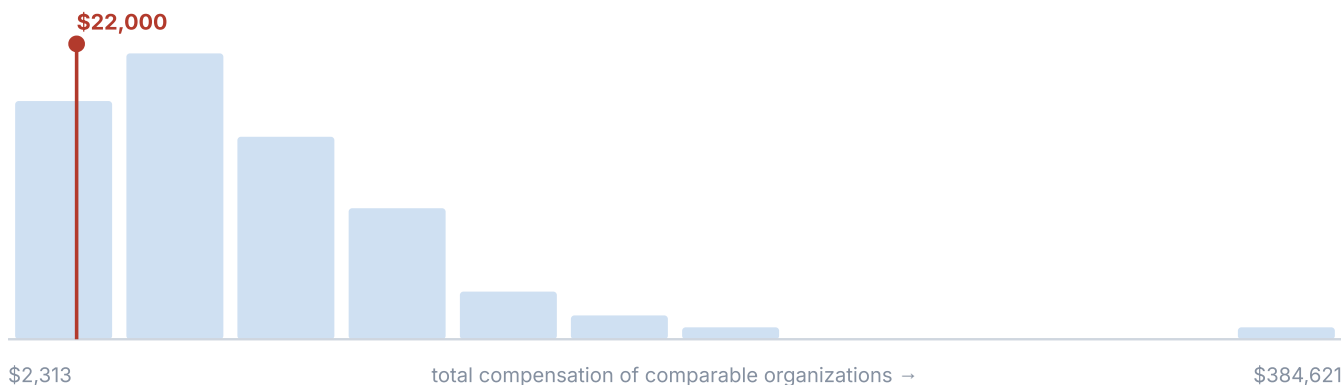
Benchmarked executive: Douglas Osmond — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$279,320 and \$625,345 — 0.67x to 1.50x the subject's \$416,897 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,278	\$34,220	\$61,334	\$97,195	\$125,927	\$22,000
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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 UT 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
100 Humanitarians International	UT	\$418,726	Programs Director	\$10,533	\$10,533	2024
St Philips On The Park Housing	NY	\$411,256	Maintenance	\$110,342	\$97,421	2024
Thanksgiving Heroes Foundation	UT	\$410,440	—	\$78,000	\$80,304	2023
Kyiv Mohyla Foundation Of America	IL	\$424,013	President	\$60,000	\$57,634	2024
Philanthropy Missouri	MO	\$409,262	Ceo	\$117,594	\$125,287	2023
Manhattan Community Health Foundation	KS	\$424,828	Executive Director	\$14,568	\$15,377	2024
Jewish Charity Review Inc	NJ	\$424,877	Treasurer	\$22,320	\$20,046	2023
Charities Review Council	MN	\$406,358	Executive Director	\$118,241	\$117,528	2023
American Jewish Medical Association	VA	\$405,355	Ceo	\$112,500	\$106,132	2024
Downtown Boulder Community Initiatives	CO	\$404,871	Ceo	\$166,294	\$155,798	2024
Foundation For Christian Schools	MT	\$404,628	Director	\$48,000	\$52,048	2023
Ohio Coalition On Black Civic Participation	OH	\$429,183	President And Treasurer - Board Member	\$31,000	\$32,081	2024
Eugene And Jeanne Savage Scholarship Fund	MD	\$431,246	Trustee	\$14,412	\$13,165	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Planting Seeds International	IL	\$432,813	Executive Director	\$30,165	\$28,975	2024
Sport Innovators	CA	\$395,359	Executive Director	\$125,000	\$105,462	2024
A Moment Of Magic Inc	PA	\$394,891	Employee	\$100,800	\$98,215	2024
International Friendship Ministries Inc	GA	\$393,364	President	\$24,185	\$24,461	2023
Philanthropy Miami Inc	FL	\$390,196	Executive Director	\$63,510	\$58,294	2024
Altar Fly Fishing	IL	\$445,834	President	\$107,500	\$106,311	2023
Sauls Light Foundation	LA	\$382,838	Executive Direc	\$38,462	\$42,603	2023
Forward Giving Inc	TN	\$379,656	President	\$6,674	\$6,854	2024
Wisconsin Masonic Center Foundation Inc	WI	\$378,424	Executive Director	\$61,538	\$64,649	2023
Soundcheck Prevention Network	NC	\$455,375	Executive Di	\$96,200	\$97,120	2024
The Salvage Yard Inc	TX	\$455,686	President	\$72,000	\$72,449	2023
True Freedom Enterprises	OH	\$457,594	President	\$65,526	\$67,810	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **80** organizations. Compensation range \$2,313–\$384,621; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$416,897); for reference, expenses \$411,328 and assets \$70,324.

ROLE MATCH	Douglas Osmond, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	16 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	11 th

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 (Douglas Osmond) 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 80 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,000 is reasonable (approximately the 16th 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.