

Shakopee Supportive Housing Inc

Executive Director / CEO

EIN 710972762

MN · NTEE P80

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Vander Schaaf, Executive Director / CEO** (\$65,715) against **every comparable organization** that fit the selection criteria — **235** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$167,606 and \$375,238 — 0.67x to 1.50x the subject's \$250,159 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

235 organizations qualified on sector, size, and geography → **235** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,971 10TH	\$29,732 25TH	\$52,267 MEDIAN	\$67,831 75TH	\$83,376 90TH	\$65,715 THIS ORG · 72ND
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■ **Comparable organizations**

P16
\$13,971

P25
\$29,732

P50
\$52,267

P75
\$67,831

P90
\$83,376

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 MN cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Status Code 4 Inc	CO	\$249,222	\$52,267	990
On Our Own Of Frederick County Inc	MD	\$251,342	\$62,745	990
John B Cunningham Pans And Pandas Foundation Inc	MA	\$248,969	\$74,903	990
Foresight Ski Guides Inc	CO	\$248,807	\$73,068	990
Lutheran Social Services Of Central Ohio	OH	\$251,527	\$10,029	990
Transform Scott County Inc	KY	\$251,598	\$43,667	990
Roads To Freedom	PA	\$248,112	\$34,004	990
Edtogether Inc	MA	\$252,762	\$77,305	990
Deafinitely Dogs	IA	\$252,979	\$78,369	990
Elite Women Of Excellence	GA	\$247,207	\$52,360	990
Harlem Pride Incorporated	NY	\$246,990	\$17,693	990
Rock Haus Foundation	TX	\$246,930	\$46,571	990
Crossroads Hospice Charitable Foundation	OK	\$253,446	\$75,268	990
Matsu Council On Aging	AK	\$253,496	\$89,947	990
Front Step Inc	PA	\$254,541	\$42,388	990
Family Promise Of Greater New Braunfels	TX	\$254,832	\$11,835	990
Answer Scholarship Inc	NC	\$245,334	\$39,144	990
Girls Growing li Women	MI	\$245,156	\$56,512	990
Highland Manor Apartments Inc	NC	\$244,812	\$16,137	990
Stonewall Inn Gives Back Initiative Inc	NY	\$244,799	\$83,029	990
Austin Pregnancy Resource Center	TX	\$244,589	\$87,549	990
The People Center Inc	MI	\$243,932	\$57,711	990
The Erika Whitmore Godwin Foundation	CA	\$243,885	\$91,092	990
Azul - Fashion Art Design Inc	FL	\$243,747	\$61,322	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
New Start Inc	MD	\$243,184	\$10,350	990

■ 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 MN 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	235 organizations. Compensation range \$614–\$383,520; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$250,159); for reference, expenses \$249,482 and assets \$1,631,136.
ROLE MATCH	Stephen Vander Schaaf, reported title " <i>PRESIDENT/TR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	72 nd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Stephen Vander Schaaf) 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 235 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,715 is reasonable (approximately the 72nd 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). 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.