

Asi Homes Inc

Executive Director / CEO

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 — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

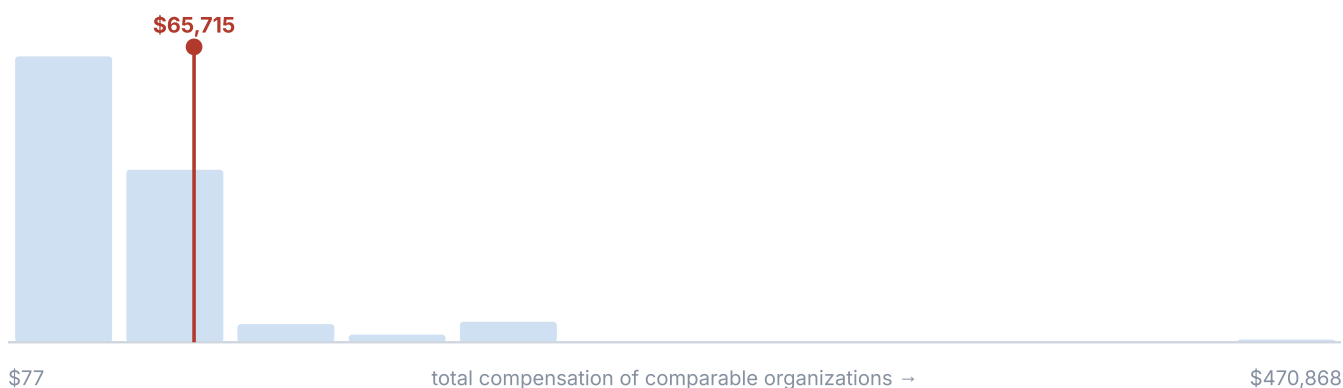
Benchmarked executive: Stephen Vander Schaaf — reported title "PRESIDENT/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$248,401 and \$556,123 — 0.67x to 1.50x the subject's \$370,749 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21), nationwide + budget 0.67–1.5x revenue.

197 organizations qualified on sector, size, and geography → **197** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,868	\$20,833	\$36,691	\$52,861	\$77,647	\$65,715
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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 MN 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
Home Trust Of Skagit	WA	\$372,472	Executive Dir.	\$70,000	\$61,606	2024
45th Avenue Housing Company	NY	\$368,486	President/ceo/director	\$103,218	\$91,685	2024
Harry S Truman Community	MO	\$373,077	Executive Di	\$76,761	\$77,859	2025
Nela Housing And Supportive Services Corporation	LA	\$367,842	Executive Director	\$50,218	\$55,962	2023
The Arc Of Delaware Inc	DE	\$367,737	Executive Director	\$122,578	\$117,982	2024
Uc Independent Inc	CA	\$374,336	President	\$43,669	\$38,162	2023
United Church Residences Of Winder Georgia Inc	OH	\$374,657	Treasurer	\$50,772	\$52,861	2024
Oswego Housing Development Council Inc	NY	\$375,888	Excutive Director	\$50,000	\$45,725	2023
Saxonburg Presbyterian Senior Housing_I	PA	\$376,015	Director And President	\$37,604	\$36,862	2024
Gregene Housing Development	NY	\$376,891	Executive Di	\$7,170	\$6,557	2023
Manteca Senior Housing Corporation	CA	\$363,382	President	\$43,669	\$38,162	2023
Newbury Elderly Housing Inc	NH	\$378,555	President	\$27,947	\$25,366	2024
The Union Club	OH	\$362,454	Secretary	\$14,500	\$15,097	2024
New Hull Street Housing Development Fund	NY	\$379,115	President	\$38,386	\$35,104	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Diamond Sunrise Corporation	CO	\$362,038	President	\$22,009	\$20,746	2024
Decro Epsilon Corporation	CA	\$379,614	Chief Executive Officer	\$6,300	\$5,506	2023
National Church Residences	OH	\$380,113	President	\$48,755	\$49,453	2025
Gardella Plaza Inc	CA	\$361,384	President	\$43,669	\$38,162	2023
Regency Apartments Rhf Housing Inc	CA	\$380,268	President/ceo	\$76,739	\$65,137	2024
Ohio Region Senior Citizens Housing	MO	\$360,481	President	\$1,200	\$1,250	2024
Slippery Rock Presbyterian Senior	PA	\$359,375	Director And President	\$37,604	\$36,862	2024
The Salvation Army Colorado Springs Residences li	CA	\$358,927	President	\$32,694	\$28,571	2023
Maximum Accessible Housing - Avon	OH	\$382,874	President	\$24,629	\$25,642	2024
United Church Residences Of Olean	OH	\$358,535	Treasurer	\$34,230	\$36,691	2023
Central Valley Senior Housing	CA	\$357,980	President	\$43,669	\$38,162	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2023 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 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	197 organizations. Compensation range \$77–\$470,868; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$370,749); for reference, expenses \$325,298 and assets \$908,548.
ROLE MATCH	Stephen Vander Schaaf, reported title "PRESIDENT/TR", 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	159 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	84 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	87 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 197 similarly situated organizations (Same NTEE sector (L21), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$65,715 is reasonable (approximately the 84th 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.