

South Lake Tahoe Supportive Housing

Executive Director / CEO

EIN 300128480
 MN · NTEE L21
 FY ending 2023-12-31
 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 — **18** 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

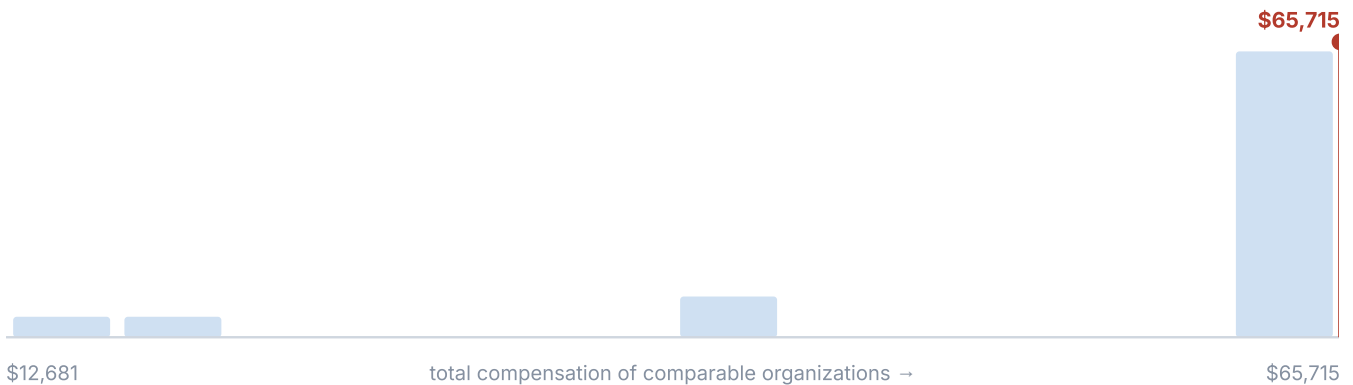
Benchmarked executive: Stephen Vander Schaaf — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$200,195 and \$448,198 — 0.67x to 1.50x the subject's \$298,799 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L21) + MN + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,144	\$63,961	\$64,352	\$65,374	\$65,715	\$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
Asi Kansas City Inc	MN	\$282,961	President/tr	\$68,006	\$64,352	2025
Great Falls Elderly Housing Inc	MN	\$323,409	President/tr	\$65,715	\$63,830	2024
Minnehaha County Supportive Housing	MN	\$264,357	President/tr	\$65,715	\$65,715	2023
Delano Commons Senior Housing	MN	\$252,437	Executive Vp Of Commonbond Housing	\$18,918	\$18,918	2023
Sartell Senior Housing Inc	MN	\$347,322	President/tr	\$68,006	\$64,352	2025
Alexandria Senior Housing Inc	MN	\$247,725	President & Ceo	\$41,871	\$40,670	2024
Asi Mobile Inc	MN	\$242,462	President/tr	\$68,006	\$64,352	2025
Reno Supportive Housing Inc	MN	\$234,023	President/tr	\$65,715	\$65,715	2023
Asi Carson City Inc	MN	\$233,263	President/tr	\$65,715	\$65,715	2023
Asi Santa Fe Inc	MN	\$229,130	President/tr	\$68,006	\$64,352	2025
Asi Roseville Inc	MN	\$227,713	President/tr	\$68,006	\$64,352	2025
Asi Homes Inc	MN	\$370,749	President/tr	\$65,715	\$65,715	2023
Duluth Supportive Housing Inc	MN	\$216,117	President/tr	\$68,006	\$64,352	2025
Rogers Supportive Housing Inc	MN	\$207,613	President/tr	\$68,006	\$64,352	2025
Chesapeake Supportive Housing Inc	MN	\$205,589	President/tr	\$65,715	\$65,715	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shelbourne Supportive Housing Inc	MN	\$203,633	President/tr	\$68,006	\$64,352	2025
Hubbard County Senior Housing Inc	MN	\$202,387	President & Ceo	\$41,871	\$40,670	2024
Envision Communities Inc	MN	\$434,949	Chair	\$12,681	\$12,681	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	18 organizations. Compensation range \$12,681–\$65,715; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$298,799); for reference, expenses \$477,088 and assets \$3,588,883. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stephen Vander Schaaf, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	72nd

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	72 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 (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 18 similarly situated organizations (Same NTEE sector (L21) + MN + 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). 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.