

# Asi Fort Collins Inc

Executive Director / CEO

EIN 320175232  
 MN · NTEE L21  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Stephen Vander Schaaf, Executive Director / CEO** (\$68,006) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (L21).
- BUDGET** Total revenue between \$116,187 and \$260,121 — 0.67x to 1.50x the subject's \$173,414 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (L21) + MN + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



■ **Comparable organizations**

P50
P75
P90  
**\$67,454**
**\$68,006**
**\$68,006**
**\$68,006**
**\$69,446**

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
Asi Florence Inc	MN	\$173,636	<b>\$68,006</b>	990
Dickinson Senior Housing Inc	MN	\$174,746	<b>\$68,006</b>	990
Asi Rogers Inc	MN	\$171,601	<b>\$68,006</b>	990
Mesa Supportive Housing Inc	MN	\$175,781	<b>\$68,006</b>	990
Woodlands Supportive Housing Inc	MN	\$168,900	<b>\$67,454</b>	990
Asi Jackson County Inc	MN	\$181,566	<b>\$69,805</b>	990
Asi - Reno Inc	MN	\$164,666	<b>\$69,446</b>	990
Maine Supportive Housing Inc	MN	\$161,506	<b>\$68,006</b>	990
Harvard Supportive Housing Inc	MN	\$186,418	<b>\$68,006</b>	990
Albert Lea Senior Housing Inc	MN	\$187,333	<b>\$68,006</b>	990
Bledsoe Lane Supportive Housing Inc	MN	\$190,659	<b>\$68,006</b>	990
Exmore Supportive Housing Inc	MN	\$153,346	<b>\$67,454</b>	990
Asi Freeport Inc	MN	\$194,608	<b>\$68,006</b>	990
Asi Greeley Inc	MN	\$196,463	<b>\$68,006</b>	990
Sartell Supportive Housing Inc	MN	\$149,553	<b>\$68,006</b>	990
Asi Longmont Inc	MN	\$148,014	<b>\$68,006</b>	990
Hubbard County Senior Housing Inc	MN	\$202,387	<b>\$42,979</b>	990
Shelbourne Supportive Housing Inc	MN	\$203,633	<b>\$68,006</b>	990
Chesapeake Supportive Housing Inc	MN	\$205,589	<b>\$69,446</b>	990
Asi Springfield Missouri Inc	MN	\$140,958	<b>\$68,006</b>	990
Rogers Supportive Housing Inc	MN	\$207,613	<b>\$68,006</b>	990
Kansas Supportive Housing Inc	MN	\$137,959	<b>\$68,006</b>	990
Asi Mcalester Inc	MN	\$137,840	<b>\$68,006</b>	990
Henderson Supportive Housing Inc	MN	\$137,394	<b>\$68,006</b>	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Asi Bledsoe Inc	MN	\$135,503	<b>\$68,006</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	35 organizations. Compensation range \$19,992–\$69,805; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$173,414); for reference, expenses \$307,607 and assets \$2,583,329. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Stephen Vander Schaaf, reported title " <i>PRESIDENT/TR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	<b>14<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>26<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>0<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>14<sup>th</sup></b>

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 (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 35 similarly situated organizations (Same NTEE sector (L21) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,006 is reasonable (approximately the 14<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). 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.