

Mojave Cedar Supportive Housing Inc

Executive Director / CEO

EIN 320325675
 MN · NTEE L20
 FY ending 2025-03-31
 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 — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** 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 (L20).
BUDGET	Total revenue between \$72,794 and \$162,973 — 0.67x to 1.50x the subject's \$108,649 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography → **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,021	\$15,129	\$30,592	\$52,144	\$71,260	\$68,006
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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
Palmetto Housing Corporation	SC	\$108,638	Executive Director	\$9,421	\$10,210	2024
Argonaut House 2	WA	\$108,603	Executive Director	\$10,769	\$10,016	2024
Watertower Residential Inc	IN	\$108,546	Ex-officio & Regional Ceo	\$63,183	\$71,260	2023
Abilities At Cumberland Towers Inc	FL	\$108,873	President/ceo	\$38,173	\$38,352	2023
Aim Community Living Inc	NY	\$108,072	Executive Director	\$36,676	\$34,427	2024
Delta Community Development And Law	AR	\$108,000	President And Ceo	\$6,000	\$7,006	2024
Fulfilling Housing Li Inc	OH	\$109,750	Executive Director	\$16,318	\$18,484	2023
Ken-crest Housing Pa 2009 Inc	PA	\$107,399	Ceo	\$29,531	\$30,592	2024
Ottawa River Estates	OH	\$107,271	Executive Director	\$6,211	\$7,036	2023
White's Livery Housing Development	NY	\$106,819	Interim Ceo (February - July)	\$7,500	\$7,248	2023
Abilities At Fountain Square Inc	FL	\$106,666	President/ceo	\$38,173	\$38,352	2023
St Vincents Fruitland Apartments Ltd	ID	\$106,631	Executive Director	\$16,468	\$18,736	2023
Independent Living Horizons Five Inc	GA	\$106,098	President/ceo	\$21,151	\$22,745	2023
Rall Place Inc	KY	\$106,026	Cfo	\$46,218	\$51,582	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Habitat For Humanity Aransas County	TX	\$111,334	Executive Di	\$76,868	\$79,876	2024
Tuskegee Housing Development Corporation	AL	\$105,940	Secretary	\$8,751	\$9,821	2024
Bear Creek Development Corporation	TX	\$111,533	Executive Director	\$105,000	\$109,109	2024
Level-equity Building Inc	PA	\$111,971	Ceo	\$91,667	\$94,961	2024
Southeastern Appalachian Rural Alliance Inc	WV	\$112,251	Executive Director	\$31,250	\$35,149	2024
Cpnj Warren Residence Inc	NJ	\$105,036	Ceo - President	\$17,303	\$16,522	2023
Pioneer Housing Development Corp Inc	KY	\$104,463	Secretary/treasurer	\$4,125	\$4,604	2024
South Shore Group Home Iv Inc	MA	\$104,417	Chief Executive Officer	\$39,656	\$37,018	2024
Continuum Supportive Housing Of	CT	\$104,209	President & Ceo (Until 7/2/24)	\$99,790	\$97,195	2024
La Frontera Housing Inc	AZ	\$113,310	President/ceo	\$34,911	\$34,878	2024
Share Xi Inc	NY	\$113,510	Executive Director	\$70,564	\$68,194	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 2025 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 **196** organizations. Compensation range \$822–\$305,976; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$108,649); for reference, expenses \$149,973 and assets \$1,574,527.
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	155 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	82 nd
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	88 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 196 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,006 is reasonable (approximately the 82nd 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.