

# Worthington Senior Housing Inc

Executive Director / CEO

EIN 352331633  
 MN · NTEE L22  
 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 — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** 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 (L22).
BUDGET	Total revenue between \$89,458 and \$200,280 — 0.67x to 1.50x the subject's \$133,520 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

**82** organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,046	\$12,709	\$25,652	\$52,202	\$69,483	\$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
<a href="#">Blossom Village Housing Development Fund</a>	NY	\$133,214	President/ceo	\$36,309	<b>\$33,205</b>	2024
<a href="#">Kalispell Senior Housing Inc</a>	MN	\$132,703	President/tr	\$68,006	<b>\$66,253</b>	2025
<a href="#">Sweetwater Housing Development Inc</a>	TN	\$134,750	Secretary/treasurer	\$50,000	<b>\$53,189</b>	2024
<a href="#">Meadowood Glen li Limited</a>	ID	\$131,676	Executive Director	\$16,468	<b>\$18,252</b>	2023
<a href="#">Trinity Village Non-profit Housing</a>	MI	\$135,855	Executive Director	\$38,786	<b>\$41,712</b>	2023
<a href="#">Options Properties Inc</a>	MA	\$137,025	Executive Director	\$5,282	<b>\$4,804</b>	2024
<a href="#">St Charles Place Manor Inc</a>	FL	\$137,881	Member / Ceo	\$21,896	<b>\$20,817</b>	2024
<a href="#">Prairie Homes Inc</a>	IL	\$138,653	Ceo/prof Associate	\$594	<b>\$576</b>	2025
<a href="#">East Bay Realty Corporation li</a>	RI	\$127,616	President And Ceo	\$7,499	<b>\$7,277</b>	2024
<a href="#">Ken-crest Housing Pa 99 Inc</a>	PA	\$140,680	Ceo	\$29,531	<b>\$29,804</b>	2024
<a href="#">Groton Village Housing Inc</a>	VT	\$125,732	Executive Director	\$22,748	<b>\$23,856</b>	2023
<a href="#">South Fulton Affordable Housing Developm</a>	GA	\$125,552	Executive Director	\$47,892	<b>\$48,734</b>	2024
<a href="#">Hillside Apartments Phase li</a>	MI	\$143,347	Administrator	\$8,247	<b>\$8,615</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lifetime Community Apartments Inc</a>	NY	\$144,146	President & Ceo	\$19,027	<b>\$17,400</b>	2024
<a href="#">Crawford Commons Apartments Inc</a>	MO	\$120,831	Cfo	\$99,373	<b>\$109,663</b>	2023
<a href="#">Shrewsbury Housing Inc</a>	PA	\$146,571	Interim President, Ceo/coo	\$17,059	<b>\$17,216</b>	2024
<a href="#">Partridge Place Apartments</a>	MO	\$146,845	President & Ceo	\$19,685	<b>\$21,723</b>	2023
<a href="#">Glenpark Manor Development</a>	OH	\$119,250	Ceo	\$5,477	<b>\$6,044</b>	2023
<a href="#">Great Falls Supportive Housing</a>	MN	\$147,915	President/tr	\$68,006	<b>\$66,253</b>	2025
<a href="#">Thi-13 Inc</a>	IL	\$118,252	Chief Executive Officer	\$29,764	<b>\$30,488</b>	2023
<a href="#">Ltc li Inc</a>	IN	\$117,897	President	\$61,499	<b>\$63,943</b>	2025
<a href="#">Loretta Village Housing Inc</a>	MD	\$150,186	Executive Director	\$11,222	<b>\$10,931</b>	2023
<a href="#">Ken-crest Housing Pa li Inc</a>	PA	\$151,007	Ceo	\$29,531	<b>\$29,804</b>	2024
<a href="#">Woodside Haven Inc</a>	WI	\$151,624	Director Of Finance (Thru May 2023)	\$37,706	<b>\$41,030</b>	2023
<a href="#">Boulder Presbyterian Housing Inc</a>	CO	\$152,881	Manager	\$114,451	<b>\$111,065</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2024 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	82 organizations. Compensation range \$289–\$484,777; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$133,520); for reference, expenses \$193,875 and assets \$1,617,704. <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</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	68 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</sup>

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 82 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$65,715 is reasonable (approximately the 80<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). 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.