

Asi - Stillwater Inc

Executive Director / CEO

EIN 411771780

MN · NTEE P80Z

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

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

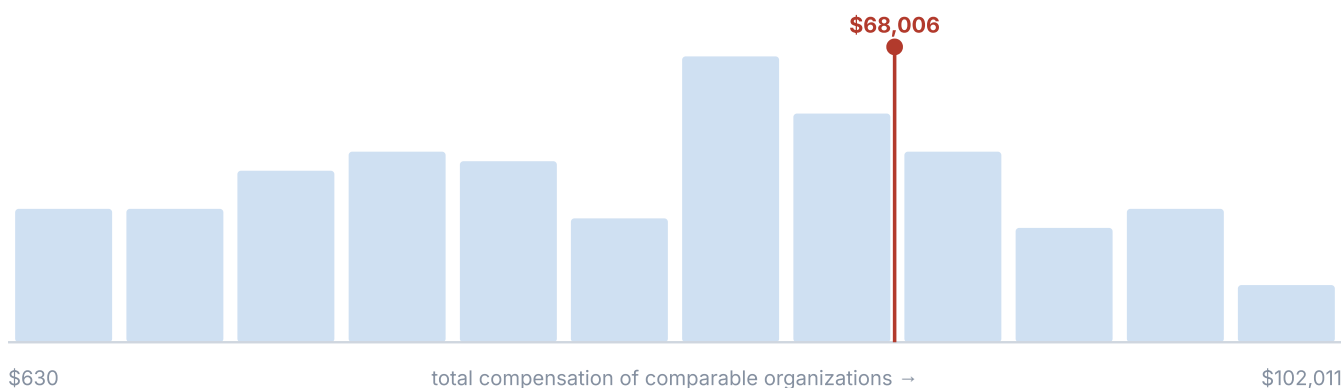
Benchmarked executive: Stephen Vander Schaaf — reported title "PRESIDENT/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80Z).
BUDGET	Total revenue between \$150,689 and \$337,365 — 0.67x to 1.50x the subject's \$224,910 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

204 organizations qualified on sector, size, and geography → **204** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,198	\$29,091	\$52,284	\$68,381	\$84,223	\$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
Girls Incorporated Foundation Trust	NY	\$224,516	Executive Di	\$16,316	\$15,316	2024
Autism Health Insurance Project Inc	CA	\$225,306	President/program Director	\$91,250	\$84,270	2023
Life Has No Boundaries Co	IN	\$225,462	Executive Director	\$60,000	\$67,671	2023
Specialized Equine Services And	IL	\$225,579	Executive Director	\$21,700	\$22,816	2023
Pawsitive Perspectives	MN	\$224,142	Exec. Dir/se	\$73,399	\$73,399	2025
American Therapeutic Riding Center	OK	\$225,730	Executive Director	\$62,400	\$73,486	2023
After Military Service	TX	\$223,677	Founder, President And Ceo	\$48,000	\$51,351	2023
Northern California Peoples Advocate	CA	\$223,661	President	\$66,000	\$60,951	2023
Sli McLaughlin House Inc	MA	\$223,334	President	\$30,225	\$27,487	2025
A Place To Belong	MN	\$223,096	Executive Director	\$52,660	\$55,650	2023
Cook Inclusive Company	CO	\$222,735	Founder/executive Director	\$39,385	\$40,390	2023
Yokyworks Foundation	WA	\$227,334	Secretary	\$11,925	\$11,418	2023
Wisconsibs Inc	WI	\$222,412	Former Ed	\$73,478	\$79,716	2024
Greek Orthodox Housing Corporation	CA	\$222,266	Chief Executive Officer	\$1,500	\$1,346	2024
Jeremiah's Crossing Inc	WI	\$221,533	Exec. Dir./s	\$2,250	\$2,513	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bethany Place Inc	GA	\$221,413	President	\$24,000	\$25,068	2024
The Home Program Inc	NY	\$228,605	Executive Di	\$65,579	\$61,559	2024
Journey To Adult Success Inc	WI	\$221,178	Executive Di	\$48,050	\$52,129	2024
The No Woman No Girl Initiative	NC	\$220,833	Executive Di	\$49,000	\$54,148	2023
Nami Geauga County	OH	\$220,116	Exec Dir -Ex	\$58,096	\$63,920	2024
In His Light Inc	OH	\$220,081	President	\$89,670	\$101,574	2023
Family Promise Of Cobb County	GA	\$219,831	Executive Director	\$55,254	\$59,418	2023
Pawsitivity	MN	\$218,770	Acting Secretary	\$31,400	\$32,231	2024
Asi Boise Inc	MN	\$218,621	President/treasurer	\$68,006	\$69,805	2024
The Meeting Place One Inc	NC	\$217,177	Executive Director	\$59,917	\$66,212	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 204 organizations. Compensation range \$630–\$102,011; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$224,910); for reference, expenses \$266,645 and assets \$822,957.

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 25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	74 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 204 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,006 is reasonable (approximately the 74th 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.