

Asi Marshall Inc

Executive Director / CEO

EIN 411797259

MN · NTEE P70Z

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

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

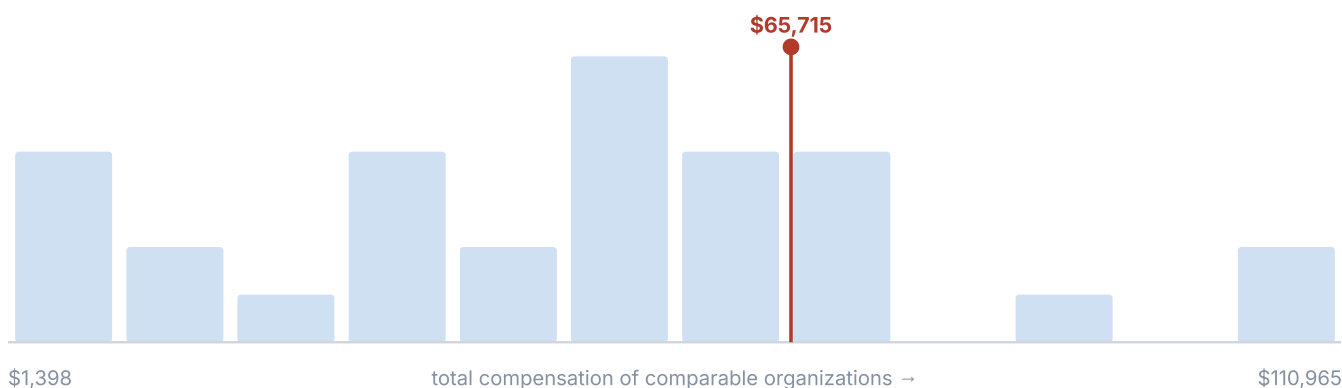
Benchmarked executive: Stephen Vander Schaaf — reported title "PRESIDENT/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P70Z).
- BUDGET** Total revenue between \$133,740 and \$299,418 — 0.67x to 1.50x the subject's \$199,612 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,581	\$29,958	\$49,089	\$64,714	\$70,076	\$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
Heritage Day Health Centers	OH	\$199,151	President	\$45,633	\$48,914	2023
Centro Para Ninos El Nuevo Hogar Inc	PR	\$193,988	Executive Director	\$14,513	\$14,513	2023
I Belong Inc	NE	\$206,305	Exec Director	\$48,000	\$50,749	2024
Childcare Services Systems Inc	CA	\$192,000	Ceo	\$9,000	\$7,640	2024
Network Housing '94 Sixth St Inc	OH	\$187,692	Ceo (Exited 3.24.25)	\$30,598	\$31,857	2024
Asi Minot Inc	MN	\$186,195	President/tr	\$65,715	\$65,715	2023
Nalls Foundation	CA	\$184,503	Executive Director	\$1,600	\$1,398	2023
Youth Catalytics Inc	VT	\$183,572	Executive Di	\$95,156	\$91,722	2025
Jeremiah's Hope Inc	TX	\$180,139	Executive Di	\$60,870	\$58,311	2025
Guilford Adult Care Inc	NC	\$171,665	Board Member	\$35,735	\$37,368	2023
Reseda Horizons	CA	\$169,970	President & Ceo Of New Horizons	\$8,068	\$7,051	2023
A New Leaf Cottages Inc	AZ	\$232,474	Ceo	\$6,337	\$6,168	2023
Asi Clark County Inc	MN	\$166,562	President/tr	\$65,715	\$63,830	2024
Farson Eden Senior Services	WY	\$234,422	Executive Dir.	\$39,000	\$39,994	2025
Edith Rudolph Residence For The Blind	PA	\$235,469	President	\$61,339	\$58,579	2025
Ada Senior Care Center Inc	OK	\$237,810	Director	\$62,651	\$66,066	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Asi Willmar Inc	MN	\$161,341	President/tr	\$65,715	\$65,715	2023
Providence World Ministries Inc	TN	\$153,864	Ceo	\$104,312	\$110,965	2023
Northern Tier Children's Home	PA	\$253,757	Executive Director	\$69,033	\$67,671	2024
Central Community Services Inc	CA	\$257,763	Ceo	\$57,500	\$48,807	2024
Abilities At Briar Cliff Inc	FL	\$139,428	President/ceo	\$38,173	\$36,292	2023
Fswp-gl lv Inc	PA	\$134,190	Ceo	\$28,093	\$28,352	2023
Aurora Adult Day Care Center Inc	NY	\$270,543	Executive Director	\$61,118	\$54,289	2024
South Highland Adult Daycare Center	AL	\$272,803	Executive Director	\$59,459	\$65,009	2023
Transformative Development Corporat	MS	\$274,508	Executive Director	\$34,952	\$39,396	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 30 organizations. Compensation range \$1,398–\$110,965; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$199,612); for reference, expenses \$268,736 and assets \$719,903.

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 9 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	77 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	87 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 30 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,715 is reasonable (approximately the 77th 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.