

# Asi - Anoka County Inc

Executive Director / CEO

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

Compensation sits at approximately the **86<sup>th</sup>** 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 (L80).

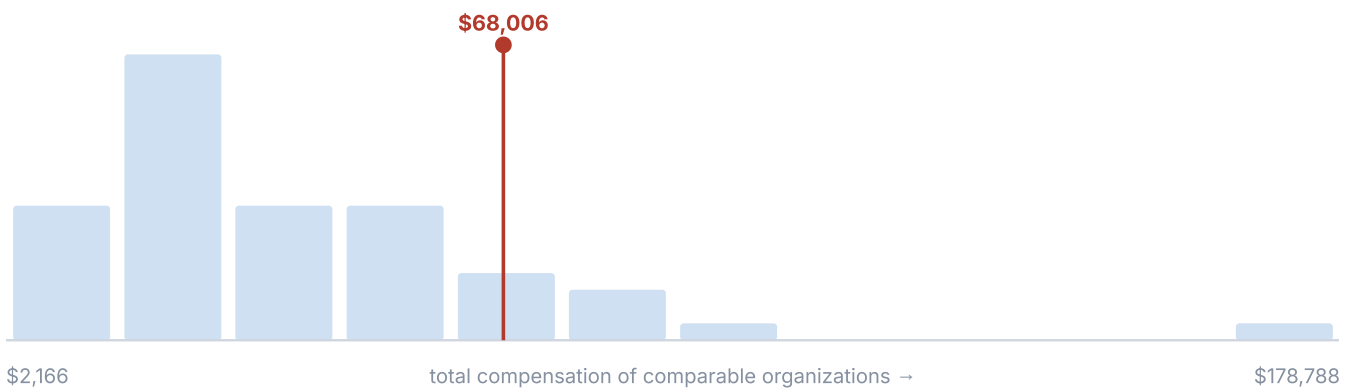
**BUDGET** Total revenue between \$85,338 and \$191,056 — 0.67x to 1.50x the subject's \$127,371 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

**50** organizations qualified on sector, size, and geography

→ **50** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,431	\$20,549	\$31,398	\$55,303	\$70,304	\$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
<a href="#">Whitehaven Economic Development</a>	TN	\$126,000	Executive Di	\$50,710	<b>\$55,372</b>	2024
<a href="#">Mobile Accessible Housing Inc</a>	AL	\$125,332	President/ceo	\$53,238	<b>\$58,207</b>	2025
<a href="#">Wentworth Corporation</a>	RI	\$131,813	President	\$52,490	<b>\$53,829</b>	2023
<a href="#">Interstate I Affordable Housing Inc</a>	NY	\$121,716	Vice President	\$39,986	<b>\$37,535</b>	2024
<a href="#">Bagley Housing Association</a>	MI	\$121,214	President & Ceo	\$39,383	<b>\$42,227</b>	2024
<a href="#">Central Louisiana Independent Living Center</a>	LA	\$120,619	President/ceo	\$21,418	<b>\$24,500</b>	2024
<a href="#">Blackrock-riverside Neighborhood</a>	NY	\$119,062	Finance (Through 5/24)	\$2,308	<b>\$2,166</b>	2024
<a href="#">Ascendant Neighborhood Development</a>	NY	\$135,879	Executive Dir/ President	\$185,000	<b>\$178,788</b>	2023
<a href="#">Ocl Properties Xiii Inc</a>	NY	\$136,186	Chief Financial Officer	\$73,290	<b>\$68,797</b>	2024
<a href="#">Sohum Housing Opportunities</a>	CA	\$117,355	President	\$5,310	<b>\$4,903</b>	2023
<a href="#">Stanton Accessible Apartments</a>	CA	\$138,256	Ceo	\$61,000	<b>\$56,334</b>	2023
<a href="#">Lexington Senior Center Inc</a>	MO	\$138,378	Executive Di	\$58,000	<b>\$63,815</b>	2024
<a href="#">Newburyport Affordable</a>	MA	\$140,347	Executive Director	\$18,309	<b>\$17,091</b>	2024
<a href="#">Shelter Ministries Inc</a>	IN	\$113,817	Executive Director	\$24,462	<b>\$26,797</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ebsv Community Development Inc</a>	CA	\$143,735	President & Ceo	\$28,109	<b>\$25,959</b>	2023
<a href="#">Oak Hill Apartments</a>	CA	\$144,861	Secretary/treasurer	\$39,437	<b>\$35,375</b>	2024
<a href="#">Oak Manor Associates</a>	WA	\$109,450	President And Ceo	\$24,457	<b>\$23,418</b>	2023
<a href="#">Housing Works 874 Jefferson Avenue</a>	NY	\$106,811	President & Ceo	\$16,962	<b>\$16,392</b>	2023
<a href="#">Thomas' Contentment Inc</a>	MD	\$105,820	Ceo	\$7,826	<b>\$7,600</b>	2024
<a href="#">Oscar Housing Foundation</a>	CA	\$105,151	Chief Executive Officer	\$61,000	<b>\$56,334</b>	2023
<a href="#">Wisconsin Rapids Figure Skating Club Inc</a>	WI	\$150,751	Program Director	\$2,075	<b>\$2,193</b>	2025
<a href="#">Greater Lake City Community Development Corp Inc</a>	FL	\$100,105	Executive Director	\$10,200	<b>\$9,954</b>	2024
<a href="#">Mount Zion Community Development Inc</a>	NC	\$155,327	Executive Director	\$72,334	<b>\$77,641</b>	2024
<a href="#">1213 William Street Corporation</a>	FL	\$98,568	Executive Director	\$20,037	<b>\$19,554</b>	2024
<a href="#">Trans Housing Coalition Inc</a>	GA	\$156,187	Executive Dir.	\$89,470	<b>\$96,212</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **50** organizations. Compensation range \$2,166–\$178,788; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$127,371); for reference, expenses \$149,055 and assets \$689,804.
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	34 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	94 <sup>th</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 50 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,006 is reasonable (approximately the 86<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.