

Rice Arlington Sr Supportive Hsg

Executive Director / CEO

EIN 412017956

MN · NTEE P75

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

Compensation sits at approximately the **64th** 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

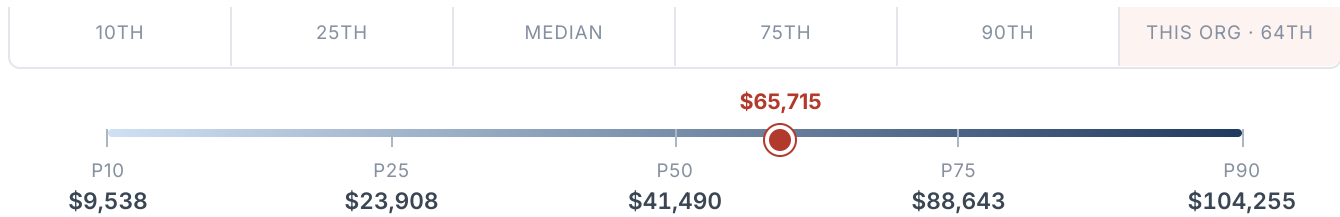
SECTOR	Organizations sharing the subject's NTEE classification (P75).
BUDGET	Total revenue between \$305,360 and \$683,643 — 0.67x to 1.50x the subject's \$455,762 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P75), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,538	\$23,908	\$41,490	\$88,643	\$104,255	\$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
Neville Communities Inc	MA	\$428,923	Executive Director (Until 01/24)	\$4,250	\$3,754	2024
Agebetter Inc	WI	\$421,456	Executive Di	\$79,362	\$83,880	2023
Ashland Assisted Living Inc	OH	\$418,173	President & Ceo	\$9,088	\$9,741	2023
Management Services Inc	CA	\$410,924	President	\$122,712	\$104,160	2024
Massachusetts Aging Access	MA	\$504,325	Executive Director	\$139,698	\$123,400	2024
Englishton Park Inc	IN	\$398,892	Executive Director	\$24,075	\$24,956	2024
Age Well Arrowhead Inc	MN	\$513,287	Executive Director	\$103,594	\$100,622	2024
Shepherds Of Independence	MI	\$514,872	Chairman	\$91,632	\$92,971	2024
Casa Bienvivir	TX	\$394,889	C.e.o.	\$438,486	\$431,164	2024
St Croix Valley Supportive Housing	MN	\$394,144	President And Ceo	\$41,871	\$40,670	2024
Senior Advocates For Generational Equity	OR	\$393,791	Executive Director	\$95,524	\$87,200	2024
Lutheran Homes Foundation	NY	\$520,117	Cwp President/ceo	\$14,262	\$13,043	2023
Rochester Community Care Home Inc	VT	\$522,351	Executive Director	\$44,837	\$45,672	2023
Wrc North Fork Heights	PA	\$382,563	Board Member/cbdo	\$42,708	\$41,866	2024
The Wesley Inc	MD	\$380,240	Executive Dir.	\$113,685	\$104,477	2024
Gideon Pond West Inc	MN	\$546,963	Board Chair/ceo	\$26,250	\$25,497	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
laaaa Education Institute Inc	IN	\$566,957	Chief Executive Officer	\$4,496	\$4,798	2023
Peace Haven Association	IA	\$569,030	Administrator	\$36,056	\$39,954	2023
Sunnyside Citywide Homecare	NY	\$337,202	Associate Executive Director Of Finance	\$42,934	\$39,263	2023
Saint John Of Kronstadt	NY	\$581,295	Administrator	\$89,339	\$81,700	2023
Albany Mennonite Home Village Foundation	OR	\$583,813	Ceo	\$18,626	\$17,003	2024
Charles H Farnsworth Housing	MA	\$585,720	Cfo	\$26,544	\$24,140	2023
West Valley Towers	CA	\$325,033	President/ceo	\$68,128	\$57,828	2024
Horizon Lodge Garden Apartments Inc	MT	\$589,497	Administrator	\$39,828	\$41,114	2025
Salem Mennonite Home For The Aged	SD	\$626,191	Administrator (Until 12/16/22)	\$91,405	\$102,091	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 28 organizations. Compensation range \$3,754–\$431,164; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$455,762); for reference, expenses \$673,270 and assets \$2,900,279. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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	12 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	64th
Total compensation (D + F), as reported (no adjustments)	61st
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	89th

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 28 similarly situated organizations (Same NTEE sector (P75), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,715 is reasonable (approximately the 64th 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.