

Exmore Supportive Housing Inc

Executive Director / CEO

EIN 611503575

MN · NTEE L21

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

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

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 (L21).

BUDGET Total revenue between \$102,741 and \$230,019 — 0.67x to 1.50x the subject's \$153,346 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L21) + MN + 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



\$66,253

\$66,253

\$66,253

\$66,253

\$66,393

\$65,715



■ 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
Sartell Supportive Housing Inc	MN	\$149,553	President/tr	\$68,006	\$66,253	2025
Asi Longmont Inc	MN	\$148,014	President/tr	\$68,006	\$66,253	2025
Maine Supportive Housing Inc	MN	\$161,506	President/tr	\$68,006	\$66,253	2025
Asi - Reno Inc	MN	\$164,666	President/tr	\$65,715	\$67,656	2023
Asi Springfield Missouri Inc	MN	\$140,958	President/tr	\$68,006	\$66,253	2025
Kansas Supportive Housing Inc	MN	\$137,959	President/tr	\$68,006	\$66,253	2025
Asi Mcalester Inc	MN	\$137,840	President/tr	\$68,006	\$66,253	2025
Woodlands Supportive Housing Inc	MN	\$168,900	President/tr	\$65,715	\$65,715	2024
Henderson Supportive Housing Inc	MN	\$137,394	President/tr	\$68,006	\$66,253	2025
Asi Bledsoe Inc	MN	\$135,503	President/tr	\$68,006	\$66,253	2025
Asi Alexandria Inc	MN	\$135,107	President/tr	\$68,006	\$66,253	2025
Asi Rogers Inc	MN	\$171,601	President/tr	\$68,006	\$66,253	2025
Asi Fort Collins Inc	MN	\$173,414	President/tr	\$68,006	\$66,253	2025
Asi Florence Inc	MN	\$173,636	President/tr	\$68,006	\$66,253	2025
Dickinson Senior Housing Inc	MN	\$174,746	President/tr	\$68,006	\$66,253	2025
Mesa Supportive Housing Inc	MN	\$175,781	President/tr	\$68,006	\$66,253	2025
Asi Jackson County Inc	MN	\$181,566	President/tr	\$68,006	\$68,006	2024
Harvard Supportive Housing Inc	MN	\$186,418	President/tr	\$68,006	\$66,253	2025
Albert Lea Senior Housing Inc	MN	\$187,333	President/tr	\$68,006	\$66,253	2025
Little Rock Supportive Housing Inc	MN	\$117,216	President/tr	\$68,006	\$66,253	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bledsoe Lane Supportive Housing Inc	MN	\$190,659	President/tr	\$68,006	\$66,253	2025
Asi Freeport Inc	MN	\$194,608	President/tr	\$68,006	\$66,253	2025
Asi Greeley Inc	MN	\$196,463	President/tr	\$68,006	\$66,253	2025
Hubbard County Senior Housing Inc	MN	\$202,387	President & Ceo	\$41,871	\$41,871	2024
Shelbourne Supportive Housing Inc	MN	\$203,633	President/tr	\$68,006	\$66,253	2025

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.

■ Sample, role match & sensitivity

PEER COUNT	30 organizations. Compensation range \$41,871–\$68,006; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$153,346); for reference, expenses \$212,767 and assets \$1,625,861.
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	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	3 rd

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 (L21) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,715 is reasonable (approximately the 3rd 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.