



● 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
Asi Alexandria Inc	MN	\$135,107	President/tr	\$68,006	\$68,006	2025
Asi Bledsoe Inc	MN	\$135,503	President/tr	\$68,006	\$68,006	2025
Henderson Supportive Housing Inc	MN	\$137,394	President/tr	\$68,006	\$68,006	2025
Asi Mcalester Inc	MN	\$137,840	President/tr	\$68,006	\$68,006	2025
Kansas Supportive Housing Inc	MN	\$137,959	President/tr	\$68,006	\$68,006	2025
Asi Springfield Missouri Inc	MN	\$140,958	President/tr	\$68,006	\$68,006	2025
Asi Longmont Inc	MN	\$148,014	President/tr	\$68,006	\$68,006	2025
Sartell Supportive Housing Inc	MN	\$149,553	President/tr	\$68,006	\$68,006	2025
Neighborhood Housing Services Of	MN	\$83,794	Executive Director	\$9,333	\$9,863	2023
Exmore Supportive Housing Inc	MN	\$153,346	President/tr	\$65,715	\$67,454	2024
Maine Supportive Housing Inc	MN	\$161,506	President/tr	\$68,006	\$68,006	2025
Asi - Reno Inc	MN	\$164,666	President/tr	\$65,715	\$69,446	2023
Woodlands Supportive Housing Inc	MN	\$168,900	President/tr	\$65,715	\$67,454	2024
Asi Rogers Inc	MN	\$171,601	President/tr	\$68,006	\$68,006	2025
Asi Fort Collins Inc	MN	\$173,414	President/tr	\$68,006	\$68,006	2025
Asi Florence Inc	MN	\$173,636	President/tr	\$68,006	\$68,006	2025
Dickinson Senior Housing Inc	MN	\$174,746	President/tr	\$68,006	\$68,006	2025
Mesa Supportive Housing Inc	MN	\$175,781	President/tr	\$68,006	\$68,006	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 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	18 organizations. Compensation range \$9,863–\$69,446; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$117,216); for reference, expenses \$231,336 and assets \$1,087,940. 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	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	17 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	17 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 18 similarly situated organizations (Same NTEE sector (L21) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,006 is reasonable (approximately the 17th 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.