

Baytown Supportive Housing Inc

Executive Director / CEO

EIN 760488667
 MN · NTEE L80
 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 — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

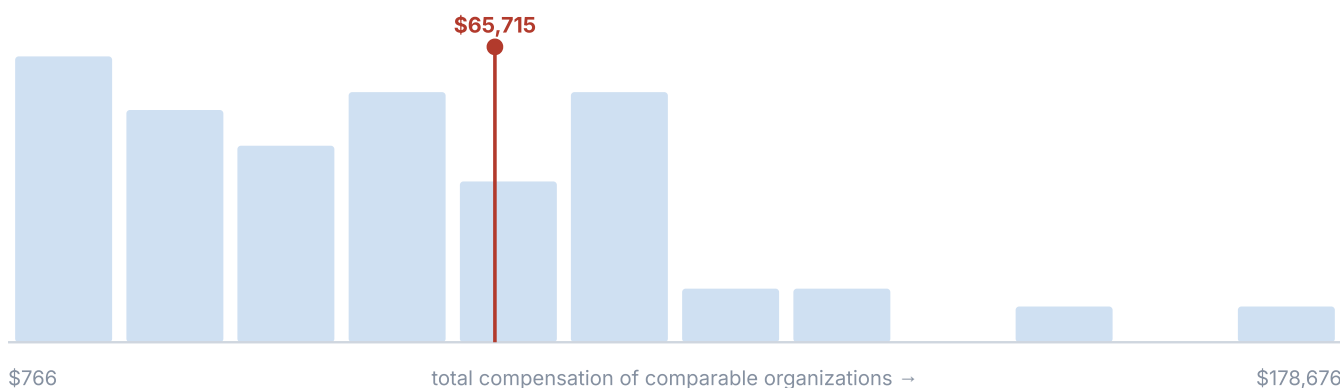
Benchmarked executive: Stephen Vander Schaaf — reported title "PRESIDENT/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (L80).
- BUDGET** Total revenue between \$216,679 and \$485,103 — 0.67x to 1.50x the subject's \$323,402 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,782	\$20,710	\$46,689	\$75,518	\$92,781	\$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
Housing Assistance Corporation Of Jasper Alabama	AL	\$322,117	Secretary Treasurer (Officer)	\$15,209	\$16,152	2024
The Admiral At The Lake Foundation	IL	\$322,028	Ceo	\$1,809	\$1,800	2023
Home Ownership Made Easy	WI	\$325,162	Executive Di	\$75,922	\$77,942	2024
Mercy Bond Properties Nebraska I	CO	\$325,173	Vice President	\$34,402	\$33,384	2023
Ccu Student Housing Foundation	SC	\$326,037	Executive Director	\$21,825	\$22,382	2024
Wisconsin Business Innovation	WI	\$326,115	Fiscal Manager	\$44,333	\$45,512	2024
Oasis Of Hope Community Development Corporation In	FL	\$319,374	President	\$85,772	\$79,206	2024
Sacramento Community Land Trust Inc	CA	\$318,590	Executive Dir.	\$106,467	\$90,371	2024
Guardian Angel Life Services Inc	NE	\$315,505	President	\$9,153	\$9,677	2024
Community Housing Council Of Fresno	CA	\$315,026	Executive Dir.	\$100,000	\$84,882	2024
Metzger Park Apartments Inc	OR	\$334,989	Executive Dir.	\$149,051	\$136,064	2024
Petra Community Housing	PA	\$335,521	Executive Di	\$56,643	\$55,526	2024
Neighborhood Housing Services Of Jamaica Cdc Inc	NY	\$306,697	Executive Director	\$129,644	\$118,559	2023
Westown Jubilee Housing	MI	\$305,770	Executive Director	\$82,284	\$83,486	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sunshine Home Share Colorado	CO	\$342,641	Executive Di	\$79,497	\$74,932	2024
Baden Presbyterian Senior Housing Inc	PA	\$303,198	Director And President	\$37,604	\$36,862	2024
Komohale Services	HI	\$302,585	Executive Director	\$203,022	\$178,676	2024
United North East Community	IN	\$299,742	Executive Di	\$77,785	\$80,634	2024
Dream Live Hope Foundation	CA	\$298,425	President	\$52,083	\$45,515	2023
New Hope Community Development Non Profit Housing	MI	\$349,165	Executive Director	\$102,916	\$107,505	2023
Mercy Gardens	CO	\$349,249	President	\$22,009	\$20,746	2024
Supportive Housing Association	NJ	\$349,686	Executive Di	\$64,930	\$58,670	2023
Mid-peninsula Page Mill Court Inc	CA	\$295,746	Cfo / Assistant Secretary	\$77,467	\$65,755	2024
Team Up With Families Inc	WI	\$295,101	Executive Director	\$68,734	\$70,563	2024
Venture Inc	MI	\$295,072	President	\$13,012	\$13,592	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 **87** organizations. Compensation range \$766–\$178,676; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$323,402); for reference, expenses \$297,658 and assets \$1,086,001.
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	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	68 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 87 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,715 is reasonable (approximately the 68th 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.