PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Asi - Bozeman Inc

Executive Director / CEO

EIN **861101901**
MN · NTEE L22
FY ending 2025-06-30
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 — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 50th percentile of comparable organizations

within the typical range

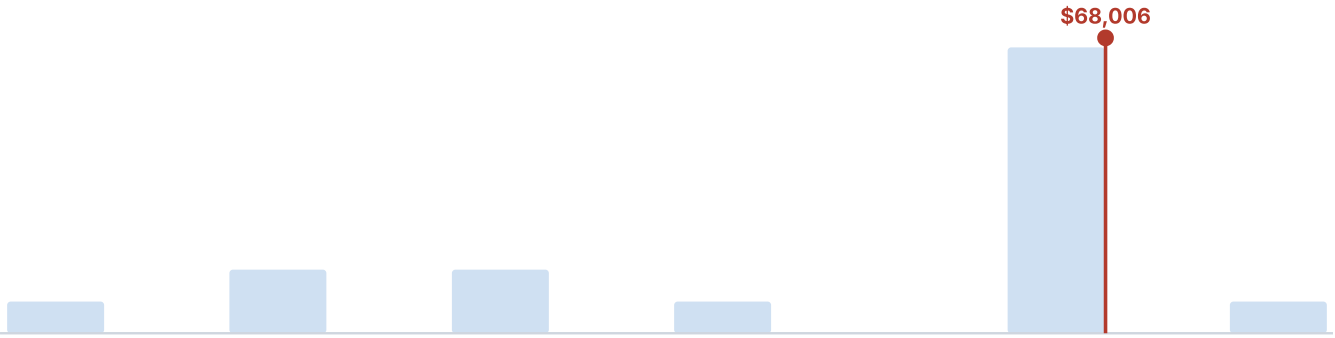
> **Benchmarked executive:** Stephen Vander Schaaf — reported title "PRESIDENT/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22).
BUDGET	Total revenue between $109,370 and $244,858 — 0.67× to 1.50× the subject's $163,239 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22) + MN + budget 0.67–1.5× revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



$2,316 — total compensation of comparable organizations → — $81,572

$19,992	$33,922	$67,730	$68,006	$68,006	$68,006

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
Topeka Supportive Housing Inc	MN	$162,367	President/tr	$68,006	**$68,006**	2025
Tonopah Lamb Senior Housing Inc	MN	$172,831	President/tr	$68,006	**$68,006**	2025
Great Falls Supportive Housing	MN	$147,915	President/tr	$68,006	**$68,006**	2025
Asi Dakota County Inc	MN	$188,708	President/tr	$68,006	**$68,006**	2025
Worthington Senior Housing Inc	MN	$133,520	President	$65,715	**$67,454**	2024
Kalispell Senior Housing Inc	MN	$132,703	President/tr	$68,006	**$68,006**	2025
Oak View Apartments Inc	MN	$111,623	Administrator	$31,555	**$32,390**	2024
Good Shepherd Senior Apartments	MN	$215,235	Administrator	$2,256	**$2,316**	2024
Wellstone Commons Senior Housing	MN	$218,737	Executive Vice President	$18,918	**$19,992**	2023
Owatonna Senior Housing Inc	MN	$221,450	President/tr	$68,006	**$68,006**	2025
Clark County Supportive Housinginc	MN	$221,935	President/tr	$68,006	**$68,006**	2025
Franklin Senior Housing	MN	$223,134	Executive Vp Of Commonbond Housing	$18,918	**$19,992**	2023
River Town Heights Inc	MN	$224,666	President And Ceo	$41,871	**$42,979**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ebenezer Lakes Senior Housing	MN	$225,186	President	$77,189	**$81,572**	2023
Asi Freeport Senior Housing Inc	MN	$227,228	President/tr	$65,715	**$67,454**	2024
Catholic Eldercare At St Hedwig's	MN	$242,381	President/ceo	$33,545	**$34,433**	2024

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	**16** organizations. Compensation range $2,316–$81,572; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($163,239); for reference, expenses $209,397 and assets $1,472,486.
ROLE MATCH	Stephen Vander Schaaf, reported title *"PRESIDENT/TR"*, 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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	**50th**
Total compensation (D + F), as reported (no adjustments)	**50th**

BASIS	SUBJECT PERCENTILE
Reportable pay only (column D), adjusted	**0th**
All sources (D + E + F), adjusted	**50th**

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 16 similarly situated organizations (Same NTEE sector (L22) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $68,006 is reasonable (approximately the 50th 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.