

Asi Henderson Inc

Executive Director / CEO

EIN 880463313

MN · NTEE L20

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

Compensation sits at approximately the 21st 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 (L20).

BUDGET Total revenue between \$124,144 and \$277,936 — 0.67x to 1.50x the subject's \$185,291 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L20) + MN + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,243	\$68,006	\$69,446	\$69,446	\$69,446	\$68,006
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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
Las Vegas Supportive Housing Inc	MN	\$184,865	President/tr	\$68,006	\$68,006	2025
Asi - Jamestown Inc	MN	\$184,619	President/tr	\$65,715	\$69,446	2023
Asi Great Falls Inc	MN	\$190,468	President/tr	\$65,715	\$69,446	2023
San Antonio Supportive Housing Inc	MN	\$178,608	President/tr	\$65,715	\$69,446	2023
Minnesota American Indian Chamber Of	MN	\$163,730	Interim Executive Director	\$44,215	\$45,385	2024
Asi Davis Inc	MN	\$208,437	President	\$65,715	\$69,446	2023
Green New Deal Housing	MN	\$160,016	Board Chair	\$9,350	\$9,881	2023
Memphis Supportive Housing Inc	MN	\$214,379	President/tr	\$65,715	\$69,446	2023
Asi - Fargo Inc	MN	\$155,341	President/tr	\$68,006	\$68,006	2025
Asi Greeley li Inc	MN	\$225,671	President/tr	\$68,006	\$68,006	2025
Carbondale Supportive Housing Inc	MN	\$142,529	President/tr	\$65,715	\$69,446	2023
Asi Sioux Falls Inc	MN	\$140,321	President/tr	\$68,006	\$68,006	2025
Asi Las Vegas Inc	MN	\$231,078	President/tr	\$65,715	\$69,446	2023
Asi Owatonna Inc	MN	\$138,902	President/tr	\$68,006	\$68,006	2025
Corpus Christi Supportive Hsng Inc	MN	\$233,649	President/tr	\$65,715	\$69,446	2023
Ford House Inc	MN	\$131,683	Ceo Of Commonbond	\$21,254	\$21,816	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Asi Redruth Inc	MN	\$256,149	President/tr	\$65,715	\$69,446	2023
Montana Mobility Impaired Housing	MN	\$267,768	President/tr	\$65,715	\$69,446	2023
Pine Cone Manor Inc	MN	\$272,190	President/ceo	\$18,462	\$18,950	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	19 organizations. Compensation range \$9,881–\$69,446; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$185,291); for reference, expenses \$293,669 and assets \$1,668,530. 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	17 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	21st

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	21 st

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 19 similarly situated organizations (Same NTEE sector (L20) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,006 is reasonable (approximately the 21st 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.