

# Reno Supportive Housing Inc

Executive Director / CEO

EIN 911985679

MN · NTEE L21

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

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

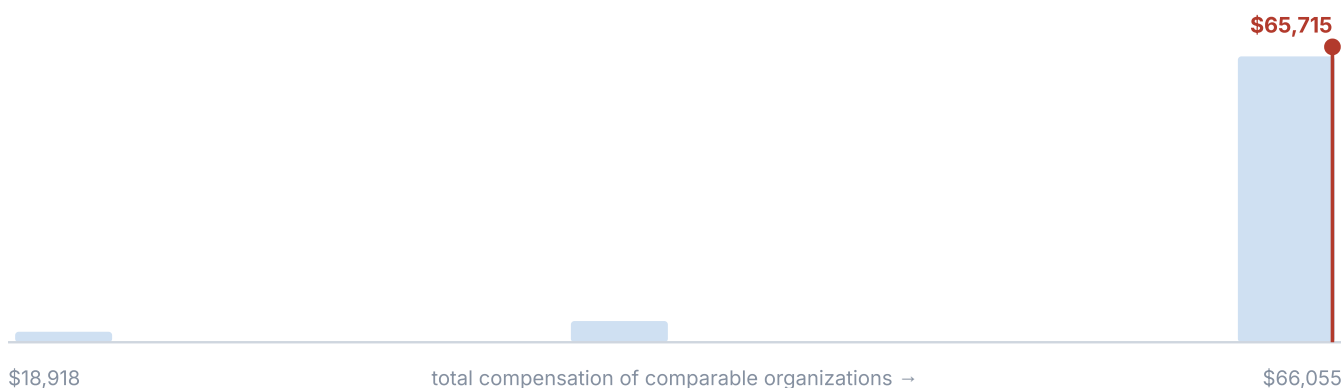
**Benchmarked executive:** Stephen Vander Schaaf — reported title "PRESIDENT/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L21).
BUDGET	Total revenue between \$156,795 and \$351,034 — 0.67x to 1.50x the subject's \$234,023 (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



\$61,514	\$64,352	\$64,352	\$64,352	\$65,715	\$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
<a href="#">Asi Carson City Inc</a>	MN	\$233,263	President/tr	\$65,715	<b>\$65,715</b>	2023
<a href="#">Asi Santa Fe Inc</a>	MN	\$229,130	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Roseville Inc</a>	MN	\$227,713	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Mobile Inc</a>	MN	\$242,462	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Alexandria Senior Housing Inc</a>	MN	\$247,725	President & Ceo	\$41,871	<b>\$40,670</b>	2024
<a href="#">Duluth Supportive Housing Inc</a>	MN	\$216,117	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Delano Commons Senior Housing</a>	MN	\$252,437	Executive Vp Of Commonbond Housing	\$18,918	<b>\$18,918</b>	2023
<a href="#">Rogers Supportive Housing Inc</a>	MN	\$207,613	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Chesapeake Supportive Housing Inc</a>	MN	\$205,589	President/tr	\$65,715	<b>\$65,715</b>	2023
<a href="#">Minnehaha County Supportive Housing</a>	MN	\$264,357	President/tr	\$65,715	<b>\$65,715</b>	2023
<a href="#">Shelbourne Supportive Housing Inc</a>	MN	\$203,633	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Hubbard County Senior Housing Inc</a>	MN	\$202,387	President & Ceo	\$41,871	<b>\$40,670</b>	2024
<a href="#">Asi Greeley Inc</a>	MN	\$196,463	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Freeport Inc</a>	MN	\$194,608	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Bledsoe Lane Supportive Housing Inc</a>	MN	\$190,659	President/tr	\$68,006	<b>\$64,352</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Albert Lea Senior Housing Inc</a>	MN	\$187,333	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Harvard Supportive Housing Inc</a>	MN	\$186,418	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Kansas City Inc</a>	MN	\$282,961	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Jackson County Inc</a>	MN	\$181,566	President/tr	\$68,006	<b>\$66,055</b>	2024
<a href="#">Mesa Supportive Housing Inc</a>	MN	\$175,781	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Dickinson Senior Housing Inc</a>	MN	\$174,746	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Florence Inc</a>	MN	\$173,636	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Fort Collins Inc</a>	MN	\$173,414	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">Asi Rogers Inc</a>	MN	\$171,601	President/tr	\$68,006	<b>\$64,352</b>	2025
<a href="#">South Lake Tahoe Supportive Housing</a>	MN	\$298,799	President	\$65,715	<b>\$65,715</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 30 organizations. Compensation range \$18,918–\$66,055; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$234,023); for reference, expenses \$278,471 and assets \$1,621,986.

ROLE MATCH	Stephen Vander Schaaf, reported title " <i>PRESIDENT/TR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	10 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	80 <sup>th</sup>

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 80<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.