

# IMPACT REPORT

FISCAL YEAR 2024

**Catholic Education**

A R I Z O N A

Changing lives one scholarship at a time.

## DEAR FRIENDS,

Thank you for supporting our important mission. Without you, we could not achieve the significant impact on children's and families' lives that we do. Research shows that an educated society has better health outcomes, reduced crime, and builds stronger communities. Our mission is unwavering as we continue to award scholarships to underserved children to change lives, serve society, and transform culture.

### In FY24, we raised \$24.7 million in revenue from multiple donation channels

- Arizona Individual Tax Credits
- Arizona Corporate Low Income Tax Credits
- Arizona Disabled/Displaced Corporate Tax Credits
- Changing Lives with Legacy Division – Donations from IRAs, Bequests, Stocks, Real Estate

### In FY24, we awarded K-12 scholarships

- 3,671 in 38 schools
- 140 Disabled / Displaced (Foster Children)

We are currently facing challenges from economic uncertainty, inflation, Arizona legislative regulation, and Arizona tax changes, but we remain steadfast in our mission. We are proud to share that over the past 26 years, we have raised \$363 million and awarded 157,000 scholarships to underserved children in our 38 Diocese of Phoenix Catholic schools. In Fiscal Year 2024, we made strategic investments in our team, technology, and new marketing strategies, we remain the #1 School Tuition provider to our schools.

We launched a new non-tax credit division last year, **Changing Lives with Legacy** that will enable us to continue to serve our children in anticipation of the changing economic and legislative climate. It will support the same mission, tuition scholarships for underserved children desiring a Catholic education.

We are grateful for you - as together we change lives, build families and strengthen the Arizona community. Thank you for your continued commitment to our mission. We share your passion for educating our future leaders!

God Bless,  
Bryan Brady, Chairman of the Board  
Nancy Padberg, MBA, President & CEO

NOVEMBER 2024



**Bryan Brady**  
**BOARD CHAIRMAN**

A handwritten signature in black ink that reads "B. Brady".



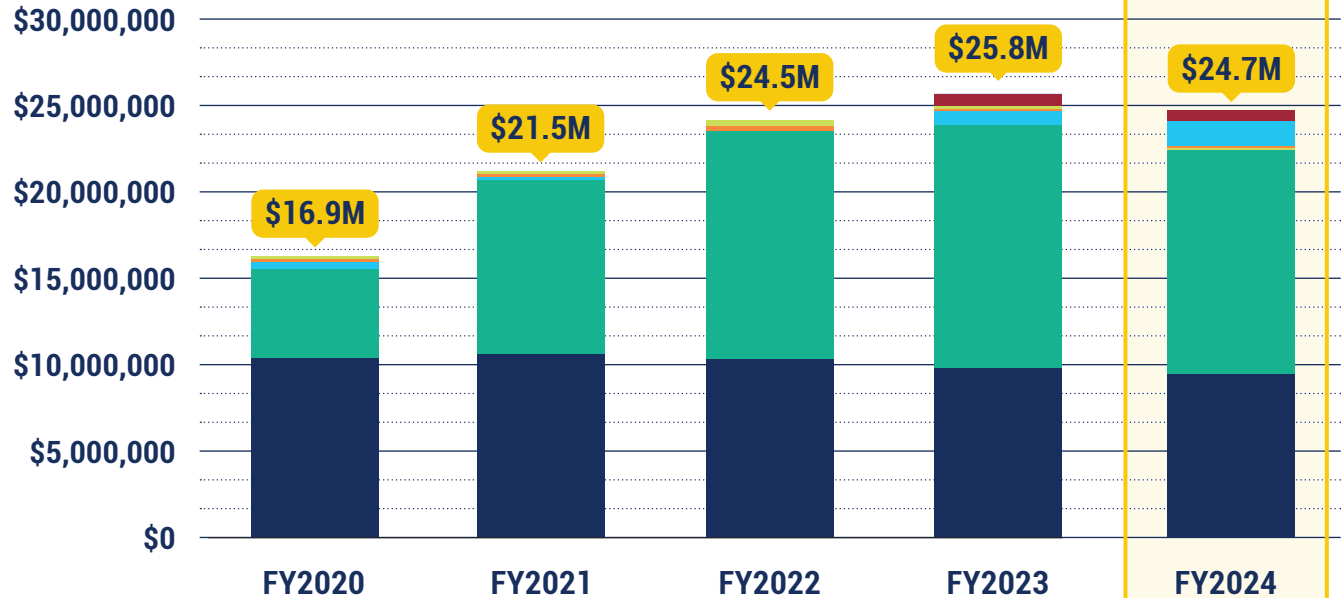
**Nancy Padberg, MBA**  
**PRESIDENT & CEO**

A handwritten signature in black ink that reads "Nancy S Padberg".

# REVENUE



100% of your tax credit contribution is utilized in full compliance with the AZDOR and Arizona State statutory requirements.



	FY2020	FY2021	FY2022	FY2023	FY2024
● CLD Interest/Dividends/G&L	\$0	\$0	\$0	\$14,227	\$60,144
● Changing Lives Division*	\$0	\$0	\$0	\$586,825	\$565,040
● Tax Credit Interest	\$216,603	\$71,858	\$31,060	\$682,318	\$1,505,260
● Employer Matching Gifts	\$140,960	\$151,664	\$171,184	\$161,030	\$107,532
● Donations	\$116,089	\$124,001	\$200,725	\$136,740	\$171,225
● Corporate Tax Credits	\$5,835,700	\$10,222,710	\$13,684,100	\$14,424,525	\$12,842,431
● Individual Tax Credits	\$10,520,206	\$10,949,406	\$10,440,001	\$9,813,288	\$9,431,052

\*Non-tax credit Education Growth Fund

# SCHOLARSHIPS

## HOW ARE SCHOLARSHIPS AWARDED?

Catholic Education Arizona (CEA) has partnered with FAIR (Financial Aid Independent Review, Inc.), an independent third-party to calculate scholarships based on an in-depth financial needs analysis of its applicants. Need is defined in a variety of ways, and not based on income alone.

Realizing that there can be circumstances that are not adequately explainable through tax documentation, CEA provides opportunity for a family to share extenuating circumstances not notable in the application, to help provide a more thorough understanding of the family's ability or inability to support their tuition obligation. Families are encouraged to complete a FAIR application by the published deadlines for scholarship award consideration.

CEA is the first STO to notify schools and families of their scholarship awards, providing peace of mind and the ability to acquire additional sources of funding if necessary. The FAIR application is open throughout the school year.

## CATHOLIC ELEMENTARY SCHOOLS\*

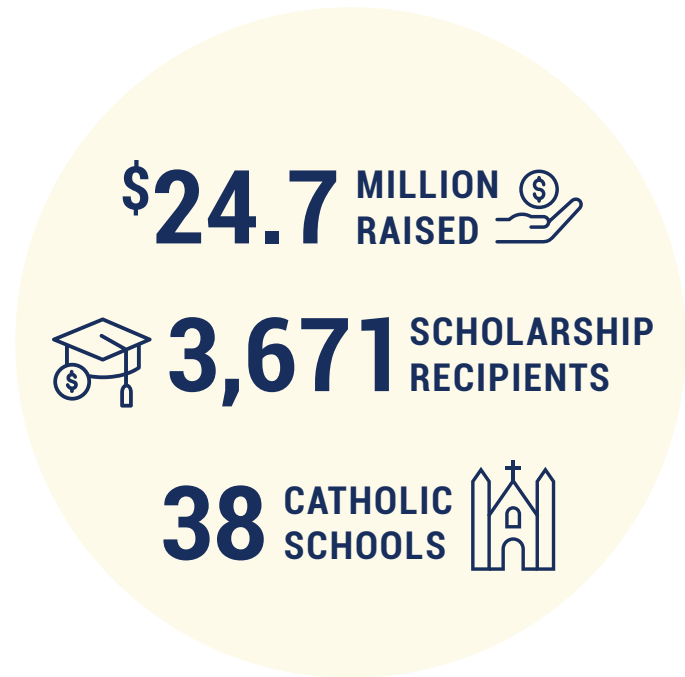
Annunciation	San Francisco de Asis
Blessed Sacrament	Ss. Simon and Jude
Christ the King	St. Agnes
Immaculate Conception	St. Catherine of Siena
Most Holy Trinity	St. Francis Xavier
Our Lady of Mount Carmel	St. Gregory
Our Lady of Perpetual Help, Glendale	St. Jerome
Our Lady of Perpetual Help, Scottsdale	St. Joan of Arc
Our Lady of the Lake	St. John Bosco
Queen of Peace	St. John Vianney
Sacred Heart	St. John XXIII

St. Louis the King
St. Mary-Basha
St. Matthew
St. Michael Indian School
St. Peter Indian Mission
St. Theresa
St. Thomas Aquinas
St. Thomas the Apostle
St. Timothy
St. Vincent de Paul

## CATHOLIC HIGH SCHOOLS\*

Bourgade Catholic
Notre Dame Preparatory
Our Lady of the Lake
Saint Mary's
Seton Catholic Preparatory
St. John Paul II
St. Michael Indian School
St. Peter Indian Mission
Xavier College Preparatory

\*Also assisting scholars from Boys Hope Girls Hope of AZ



# INDIVIDUAL CONTRIBUTIONS

## HOW IT WORKS

Arizona Law (ARS43-1089) allows taxpayers to direct all or a portion of their state tax liability to certified School Tuition Organizations (STOs), including Catholic Education Arizona (CEA). Individual tax credit dollars are used exclusively for tuition scholarships for underserved students enrolled in Diocese of Phoenix Catholic Schools, St. Michael Indian School and Boys Hope Girls Hope of AZ.

- Line 48 of your 2023 AZ 140 or Line 58 of 2023 AZ 140PY Tax Return provides your TAX LIABILITY.
- TAX LIABILITY is the amount you owe the state of Arizona for the year BEFORE payroll tax withholding. This is the amount you can use as a tax credit, up to the maximum credits allowable.
- For Tax Year 2024, Single Filers can contribute up to \$1,459 and Joint Filers \$2,910. For Tax Year 2025, Single Filers can contribute up to \$1,535 and Joint Filers \$3,062.

## WAYS TO GIVE

Contributions can be made:

- Online at [ceaz.org](https://ceaz.org)
- Via phone at **602-218-6542**
- By mail using a CEA contribution form from your school/parish or a printable form on [ceaz.org](https://ceaz.org)
- Through budget-friendly, monthly or bi-monthly payments using Scheduled Pay

Claim your tax credit using tax forms 323 and 348 on your Arizona Tax Return

“The rigorous academic environment fostered critical thinking and problem-solving skills, while the integration of faith-based values instilled a sense of integrity and purpose.”

–HAILEY DOMONIQUE INFANTE



**6,956** INDIVIDUAL CONTRIBUTORS 

**\$9,431,052** INDIVIDUAL CONTRIBUTIONS 

# CORPORATE CONTRIBUTIONS

## HOW IT WORKS

Businesses that file as S- or C-Corporations and Insurance Companies that pay AZ premium tax are able to contribute up to 100% of their Arizona tax liability until the maximum set by the state of Arizona is reached. For FY2025, the Low-Income Corporate Tax Credits allowed is \$135,000,000. For FY2024, the Low-Income Corporate Tax Credit was \$158,476,605. The Disabled/Displaced Tax Credit maximum set by the state of Arizona is \$6,000,000. This is a dollar-for-dollar AZ tax credit.



“Instead of cutting the state a check, you’re able to designate where that money goes. You pay the money either way. Here it goes to a cause you care about and know is going to make a difference in the community.”

–JEFF MCQUEEN,  
PRESIDENT OF SHEA HOMES

## HOW TO MAKE YOUR CORPORATE CONTRIBUTION

*Investing your Corporate tax dollars in quality education is quick and easy:*

- Complete a Commitment Form at [ceaz.org/corporate](https://ceaz.org/corporate) or request via email at [corporate@ceaz.org](mailto:corporate@ceaz.org).
- You may select the General Scholarship Fund as recipient (serving schools with highest unmet need), or the school(s) of your choice.
- Return the form to [corporate@ceaz.org](mailto:corporate@ceaz.org).
- CEA will prepare the documentation for AZDOR and submit it. Once approval is received, payment must be made to CEA within 20 calendar days from the date of approval.
- A tax receipt will be issued following payment.
- Optional CEA marketing opportunities for contributors:
  - Newsletter feature story
  - Social Media promotion
  - Speaking opportunities at events
  - Check presentation photo

 **\$11,837,431**  
LOW-INCOME CORPORATE  
CONTRIBUTIONS

**\$1,005,000**   
DISABLED/DISPLACED  
CORPORATE CONTRIBUTIONS

 **30 C-CORPS**  
**82 S-CORPS**  
**5 INSURANCE**

 **117** CORPORATE  
PARTNERS



# EMPLOYER MATCHING GIFTS

## EMPLOYERS - HOW IT WORKS

In addition to utilizing corporate tax credits, employers may match their employees/retirees tax credit contribution as part of their philanthropic efforts. Join our corporate partners who are making an educational difference in the lives of Arizona's children with their matching gifts! To learn more, visit [catholiceducationarizona.org/matching-gifts](https://catholiceducationarizona.org/matching-gifts).

## INDIVIDUALS - DOUBLE YOUR IMPACT

- Many businesses sponsor matching gift programs that match, dollar for dollar, charitable contributions made by their employees or retirees.
- By simply completing a matching gift form from your HR department, companies may be able to double or triple the impact of your tax credit!



**Trinity Robertson, Seton Catholic Preparatory Scholarship Recipient, and Margaret Robertson with Board Member and Dream Team**

**44**   
**CORPORATIONS**



**\$107,532**

**CORPORATE  
CONTRIBUTIONS**

**77**   
**PARTICIPANTS**

# IMPACT

## WHAT IMPACT DOES YOUR CONTRIBUTION HAVE?

The Arizona Individual and Corporate tax credits allow individuals and business leaders to redirect their Arizona tax liability to a School Tuition Organization (STO), like Catholic Education Arizona (CEA). The STO then awards scholarships to K-12 students who meet the eligibility criteria.

Students who qualify for the Disabled Displaced scholarship include students with a current or expired IEP, MET, 504 Plan from an Arizona public school or who were at one time part of the Arizona Foster Care system.

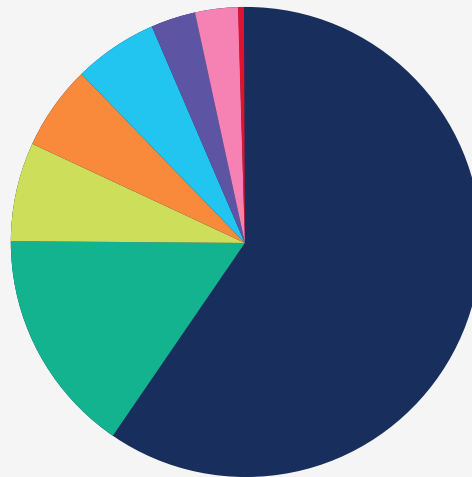
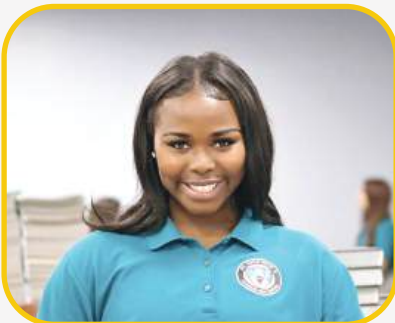
AWARDED  
**\$18,600,000**  
IN SCHOLARSHIPS

**\$19 Million**  
Unmet Need

DISTRIBUTED  
**\$739,778**  
IN DISABLED/DISPLACED  
SCHOLARSHIPS

“Thank you for giving Mariama the opportunity to attend a school that is a safe place where she can blossom.”

—MOTHER OF CURRENT STUDENT  
AT ST. JOHN PAUL II HIGH SCHOOL



## AWARD RECIPIENT DEMOGRAPHICS

- Hispanic - 59.5%
- Caucasian - 15.6%
- Unknown - 6.7%
- Multi-Racial - 6.0%
- American Indian/Native Alaskan - 5.8%
- African American/ Black - 3.1%
- Asian - 3.0%
- Native Hawaiian/ Pacific Islander- 0.3%



# STATISTICS



**99%**

GRADUATION RATE

**1000s**



OF SERVICE HOURS  
IN THE COMMUNITY



**96%**

MATRICULATION TO HIGHER EDUCATION,  
TRADE SCHOOL, OR ENTER MILITARY SERVICE



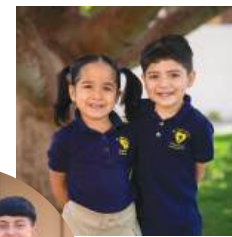
“In our turbulent world, the importance of a Catholic education cannot be overstated. By directing a portion of your Arizona taxes to CEA, you can help provide children with a faith-based, high-quality education, making a lasting impact on their lives.”

—DOMONIC SALCE,  
SUPERINTENDENT OF  
SCHOOLS, DIOCESE OF  
PHOENIX



**Bourgade Catholic High School Graduation, Class of 2024**  
Photo by Paloma Ruelas Photography

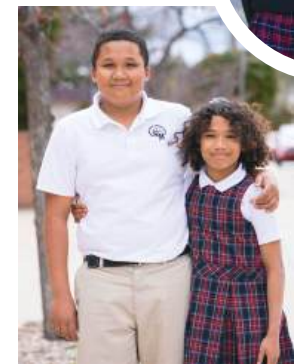








**OUR MISSION**  
WE PROVIDE SCHOLARSHIPS TO  
UNDERSERVED STUDENTS TO  
CHANGE LIVES, SERVE SOCIETY,  
AND TRANSFORM CULTURE.  
**THANK YOU!**



# CHANGING LIVES WITH LEGACY DONATIONS AND PLANNED GIFTS

## NON-TAX CREDIT DIVISION

In 2023, Catholic Education Arizona launched a new fundraising division, Changing Lives with Legacy. This division raises scholarship funding through traditional **non-tax credit** donations and planned gifts to address the unmet scholarship needs of students.

A grant from the Virginia G Piper Charitable Foundation has provided funding to launch this division.

To give beyond your tax credit contribution, Changing Lives with Legacy accepts (**non-tax credit**) traditional donations and planned gifts including:

- Cash and Cash Equivalents
- Bequests
- Gifts of Stock and Bonds
- IRA Charitable Rollovers (or QCD)
- Real Estate
- Gifts from Donor Advised Funds
- And more!

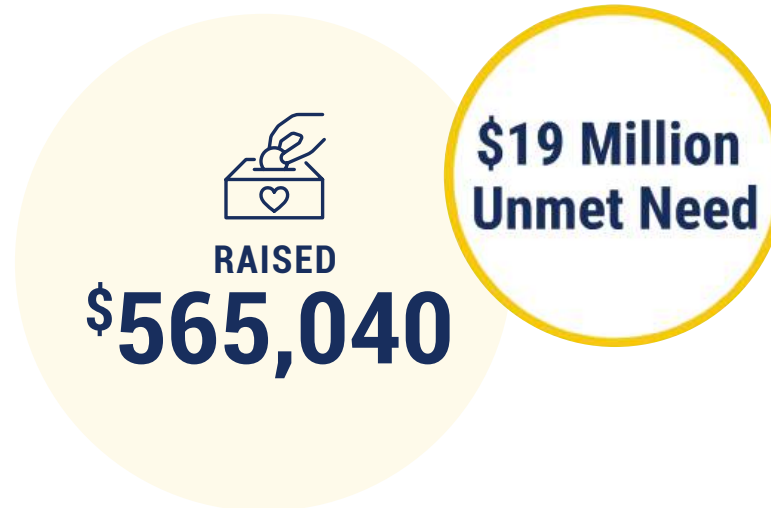
To learn more about Changing Lives with Legacy, contact our team of Directors of Development:

Jim Pogge, [jpogge@ceaz.org](mailto:jpogge@ceaz.org)

Keli McCann, [kmccann@ceaz.org](mailto:kmccann@ceaz.org)

Miranda Maciel, [mmaciel@ceaz.org](mailto:mmaciel@ceaz.org)

Joel Boucher, [jboucher@ceaz.org](mailto:jboucher@ceaz.org)



**Catholic Education**

ARIZONA

CHANGING LIVES WITH LEGACY



# CHANGING LIVES WITH LEGACY DONOR CLUBS



## THE HONOR SOCIETY DONOR CLUB

Changing Lives with Legacy invites you to join the exclusive Honor Society. Three tiers of giving each represent a commitment to helping families access quality, Catholic education.

- **Level 1: Dean's List (\$1,000)**
- **Level 2: Salutatorians (\$2,500)**
- **Level 3: Valedictorians (\$5,000)**



## ANGELS OF EDUCATION LEGACY SOCIETY *YOUR LEGACY, THEIR FUTURE.*

The Angels of Education recognizes those who have included Catholic Education Arizona in their will or estate plans. Members of this society have chosen to leave the legacy of providing tuition scholarship funding for underserved children.



"I am incredibly grateful to have had the opportunity to attend Catholic schools throughout my life and grateful to CEA for also being a part of allowing me to attend OLPH and Seton."

– **KAILEY (FRAHER) GAHAN**

For more information on Changing Lives with Legacy, visit [CEAZ.GiftLegacy.com](https://CEAZ.GiftLegacy.com) or contact our Development Directors at [legacy@ceaz.org](mailto:legacy@ceaz.org) or 602-218-6542.

# MARKETING & PUBLIC RELATIONS



**"We couldn't send our children to a Catholic School *without* the scholarships and the Tax Credit!"**

- The Skodinski Family

**Catholic Education  
ARIZONA**

Changing lives one scholarship at a time.

Catholic Education Arizona does not provide tax, legal, or financial advice. All tax rates vary. Please consult your provider for a full analysis for potential tax benefits/realized. Donations and payments go to the charity. Less donation are not other tax credit for credits through the Arizona Private Education Tax Credit.

**yahoo!finance**

## Catholic Education Arizona Honored with Prestigious Awards: ACE Awards, Best Places to Work, and ATHENA Nomination

PHOENIX, Nov. 8, 2023 -- Catholic Education Arizona proudly received two prestigious awards from the Phoenix Business Journal in recognition of its exceptional work in bringing affordable education to underserved students. The Phoenix Business Journal named the School Tuition Organization (STO) as an honoree of the Arizona Corporate Excellence (ACE) Awards and Best Places to Work Award.

## CHANGE LIVES WITH YOUR AZ TAX CREDITS AND DONATIONS!

Catholic Education Arizona is an IRS 501(c)(3) nonprofit charitable organization and has never accepted gifts designated for individuals. Per state law, a school tuition organization cannot award, restrict or reserve scholarships solely on the basis of donor recommendation. A taxpayer may not claim a tax credit if the taxpayer agrees to swap donations with another taxpayer in benefit of their taxpayer's own dependent.



**#1** CATHOLIC SCHOOL TUITION ORGANIZATION

## Catholic Education ARIZONA

Changing lives one scholarship at a time.



# AWARDS & RANKINGS



**#2** BEST PLACES TO WORK 2023,  
PHOENIX BUSINESS JOURNAL



**#6** LARGEST PHOENIX-AREA NONPROFIT ORGANIZATIONS  
CULTURAL/EDUCATIONAL, PHOENIX BUSINESS JOURNAL



ARIZONA CORPORATE EXCELLENCE (ACE) AWARD  
HONOREE, PHOENIX BUSINESS JOURNAL



TITAN TOP 100 PHOENIX CEOS 2024,  
NANCY PADBERG, MBA, PRESIDENT AND CEO

# COMMUNITY IMPACT



**Deb Preach, Nancy Padberg, MBA, and Lance Venable, Law Office of Lance C. Venable**



**Colleen Will at Parish Weekend at St. Mary Magdalene Parish**



**Ice Cream Social at Catholic Education Arizona Office with Aux. Bishop Nevares**



**Amanda Kolden and Sandee Pusac Tableting at Diocese of Phoenix Catholic Schools**





**Catholic Education Arizona Dream Team**



**Tax Credit Weekend Kickoff with Bishop John Dolan**



**Changing Lives with Legacy Event with Bryan and Marel Brady and Steve Nelson, Capital Insight Partners**



**Deb Preach and Greg Harman, GCE Corporate Tax Credit Contribution**

# BOARD OF DIRECTORS

**Bryan Brady**  
BOARD CHAIRMAN

**Carol Trueg**  
VICE CHAIRWOMAN

**Kelley Tucker**  
TREASURER

**Nancy Dougherty**  
SECRETARY

**Nancy Padberg, MBA**  
PRESIDENT AND CEO

**Most Rev. Eduardo A. Nevares**  
AUXILIARY BISHOP OF PHOENIX

**Domonic Salce**  
SUPERINTENDENT OF SCHOOLS

**Todd Bankofier**  
FORMER BOARD CHAIRMAN

**Carlos A. Sugich**  
MEMBER

**Fr. David Halm**  
MEMBER

**Andrea Weeks Hardin**  
MEMBER

**Adrian Ruiz**  
MEMBER

**Andrew Lishko**  
MEMBER

**Tom Brennan**  
MEMBER

**Thomas Shellander**  
MEMBER



**Board of Directors Presented \$5.1 Million Quarterly Scholarship Awards to Bishop John Dolan and Domonic Salce, Superintendent of Schools**

## DONATE OR CONTACT US:

5353 North 16th Street, Suite 330  
Phoenix, AZ 85016

602.218.6542



[www.ceaz.org](http://www.ceaz.org)



# LEADERSHIP



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**Joel Boucher**  
**DIRECTOR OF DEVELOPMENT**  
jboucher@ceaz.org

**“Anything I became is because of the Catholic education I received.”**

**– JOHN, ATTORNEY**

**#1 CATHOLIC SCHOOL TUITION ORGANIZATION**

## **Catholic Education**

**A R I Z O N A**

**Changing lives one scholarship at a time.**

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