

IMPACT REPORT

FISCAL YEAR 2025

Catholic Education

A R I Z O N A

Changing lives one scholarship at a time.

DEAR FRIENDS,

Together, we are building a brighter future for children, families, and the community we serve. Our mission is steadfast as we award scholarships to underserved, disabled, and foster children that change lives, prepare students to serve society, and transform culture. Through this work, Diocese of Phoenix Catholic schools create opportunities that extend far beyond the classroom. Research shows that an educated society enjoys better health outcomes and stronger communities.

In FY25, we awarded K-12 scholarships:

- 3,811 scholarships
- 140 Disabled and Foster student scholarships

In FY25, we raised \$20.2 million in contributions from multiple giving channels:

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

We are proud to share that over the past 27 years, we have raised \$383 million and awarded 161,000 scholarships to underserved children in our 38 schools, including the 37 Diocese of Phoenix Catholic Schools, St. Michael Indian School, and scholars of Hope Ignites. In Fiscal Year 2025, we remain the #1 School Tuition Organization to our schools.

Now in its third year, our charitable, non-tax credit division—**Changing Lives with Legacy**—has received tremendous support from the Virginia G. Piper Charitable Trust, 363 donors, and several foundations. This initiative will allow us to continue serving our schools in case of future tax credit legislative changes. While the structure is new, the mission remains the same: providing tuition scholarships for underserved, disabled, and foster children who desire a Catholic education.

We are deeply grateful for you. Together, we are changing lives, strengthening families, and building a stronger Arizona and global community. Thank you for your continued commitment to our mission—we are honored to share your passion for educating future leaders!

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

NOVEMBER 2025



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 Padberg".

REVENUE & IMPACT

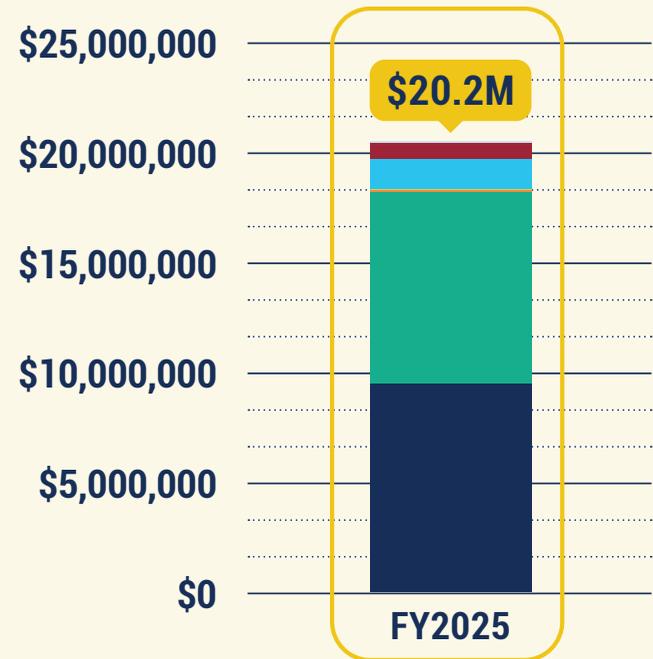
AWARDED
\$20,439,183
 IN SCHOLARSHIPS*

\$768,000
 IN DISABLED/DISPLACED
 SCHOLARSHIPS



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

*Scholarships may be calculated using revenue from prior fiscal years



● CLLD Interest/Dividends/G&L	\$97,684
● Changing Lives Division*	\$705,912
● Tax Credit Interest	\$1,316,989
● Employer Matching Gifts	\$91,722
● Donations	\$63,699
● Corporate Tax Credits	\$8,478,500
● Individual Tax Credits	\$9,481,702

*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
Blessed Sacrament
Christ the King
Immaculate Conception
Most Holy Trinity
Our Lady of Mount Carmel
Our Lady of Perpetual Help, Glendale
Our Lady of Perpetual Help, Scottsdale
Our Lady of the Lake
Queen of Peace
Sacred Heart

San Francisco de Asis
Ss. Simon and Jude
St. Agnes
St. Catherine of Siena
St. Francis Xavier*
St. Gregory
St. Jerome
St. Joan of Arc
St. John Bosco
St. John Vianney
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
Seton Catholic Preparatory
St. John Paul II
Saint Mary's*
St. Michael Indian School
St. Peter Indian Mission
Xavier College Preparatory*



*Also assisting scholars of Hope Ignites Phoenix

INDIVIDUAL CONTRIBUTIONS

HOW IT WORKS

Arizona Law (ARS §43-1089) 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 Hope Ignites Phoenix.

- **TAX LIABILITY** is the amount you owe the state of Arizona for the year **BEFORE** payroll tax withholding (Line 58 on AZ 140 Tax Return). This is the amount you can use as a tax credit, up to the maximum credits allowable
- For Tax Year 2025, Single Filers may contribute up to \$1,535 and Joint Filers up to \$3,062. For Tax Year 2026, Single Filers may contribute up to \$1,571 and Joint Filers up to \$3,131

WAYS TO GIVE

Contributions can be made:

- Online at 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
- Through budget-friendly, monthly or bi-monthly payments using Scheduled Pay



“I know I wouldn’t be where I am today without the foundation of my Catholic education. Catholic education not only equipped me with the academic tools needed to succeed but also fostered a deep sense of community and support among my peers and educators.”

–**JAMIE JANOS**



6,345 INDIVIDUAL CONTRIBUTORS 

\$9,481,702 INDIVIDUAL CONTRIBUTIONS 

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

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 FY2026, the Low-Income Corporate Tax Credits allowed is \$135,000,000. 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.

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 or request via email at 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.
- 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

 **\$8,478,500**

TOTAL CORPORATE CONTRIBUTIONS

 **\$7,473,500**
LOW-INCOME CORPORATE CONTRIBUTIONS

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



95 CORPORATE PARTNERS



**24 C-CORPS
66 S-CORPS
5 INSURANCE**



“One of our core values as a company is ‘Start with Heart.’ We’re always looking for ways to give back in our communities. We’re proud to contribute to Catholic Education Arizona to support families and students in need in our local area.”

–PHILLIPPE LORD, CHIEF EXECUTIVE OFFICER OF MERITAGE HOMES

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.

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!



39 
CORPORATIONS

\$91,722 
CORPORATE
CONTRIBUTIONS

63 
PARTICIPANTS

“What a great opportunity for employers to support underserved children in their community”

–NANCY PADBERG, MBA,
PRESIDENT AND CEO

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 eligible K-12 students.

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

\$20.4 
MILLION AWARDED

 **3,811** SCHOLARSHIPS AWARDED

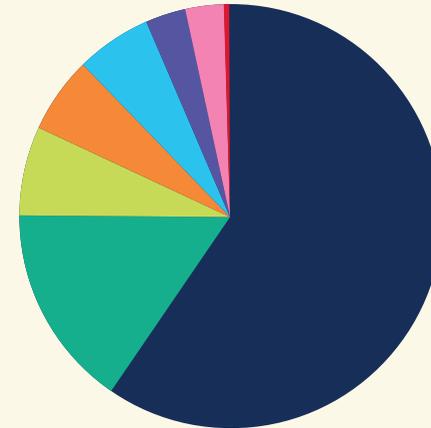
 **\$768,000**
IN DISABLED/DISPLACED SCHOLARSHIPS



“Without this generous support, we would not have been able to afford a Catholic education for our daughter. The scholarship has lifted this burden and opened the door for students to receive the faith-based education we deeply value.”

—THE ESCOBEDO FAMILY

AWARD RECIPIENT DEMOGRAPHICS



- Hispanic - 57.7%
- Caucasian - 15.6%
- Unknown - 7.7%
- Multi-Racial - 6.3%
- American Indian/Native Alaskan - 5.6%
- African American/ Black - 3.5%
- Asian - 3.2%
- Native Hawaiian/ Pacific Islander - 0.4%

STATISTICS



“In a world where values are constantly challenged, the importance of a Catholic education stands strong. By allocating a portion of your Arizona taxes to CEA, you empower families to provide their children with a faith-based, high-quality education, fostering a brighter future for our community.”

–DOMONIC SALCE, SUPERINTENDENT OF SCHOOLS, DIOCESE OF PHOENIX



Class of 2025, Seton Catholic Preparatory

1000s 
OF SERVICE HOURS
IN THE COMMUNITY

99% 
GRADUATION RATE

96% MATRICULATION
TO HIGHER EDUCATION,
TRADE SCHOOL, OR
ENTER MILITARY SERVICE 





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

FUELING THE FUTURE OF CATHOLIC EDUCATION

In 2023, Catholic Education Arizona launched a visionary new fundraising division: **Changing Lives with Legacy**, the philanthropic arm of our organization. This initiative was created to welcome traditional donations and planned gifts that go beyond tax credit contributions – opening up new avenues of support for underserved, disabled, and foster children attending Diocese of Phoenix Catholic Schools, and it helps us prepare for future changes to Arizona tax laws that may impact tax credit funding.



I am going
to be a
Veterinarian!

Because of the generosity of donors choosing to give beyond their tax credit, this new division has accomplished to date:



\$1,466,552
RAISED



363
ENTHUSIASTIC DONORS

To give beyond your tax credit contribution, Changing Lives with Legacy accepts:

- Cash and Personal Checks
- Bequests
- Gifts of Stocks and Bonds
- IRA Charitable Rollovers (or QCD)
- Grants from Donor Advised Funds
- And more!

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

Miranda Maciel, Ed.D., mmaciel@ceaz.org
Joel Boucher, CFRE, jboucher@ceaz.org

Sarah Kriwiel, M.Ed., skriwiel@ceaz.org
Pamela Gray, pgray@ceaz.org



Catholic Education
ARIZONA
CHANGING LIVES WITH LEGACY

CHANGING LIVES WITH LEGACY DONOR CLUBS



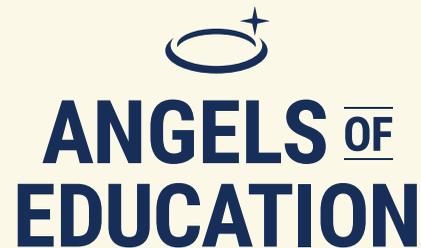
THE HONOR SOCIETY

Changing Lives with Legacy invites you to join the exclusive donor club, The Honor Society. Three tiers of annual 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)

 **122**
HONOR SOCIETY
MEMBERS

 **10**
ANGELS OF EDUCATION
MEMBERS



ANGELS OF EDUCATION LEGACY SOCIETY

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 securing tuition scholarship funding for underserved children.

"These children are our future. We owe them a quality education to support them throughout their lives. I choose to make a traditional donation in addition to my tax credit because I want to make a true donation. I consider it a payback for all the benefits I have received as a result of my Catholic education."

– JUDY PENDERGAST, MONTHLY DONOR TO
CHANGING LIVES WITH LEGACY

For more information on Changing Lives with Legacy, visit MyImpact.CatholicEducationArizona.org or contact our Development Directors at legacy@ceaz.org or 602-218-6542.

TESTIMONIALS

“Attending Catholic school has given me the most incredible opportunities to grow as a student, leader, and disciple of Christ. I am beyond grateful for this community and their endless support. Every day is a new opportunity to challenge myself to reach my fullest God-given potential.”

–LARA VELASQUEZ, CATHOLIC SCHOOL ALUMNA



“This opportunity is important to me because it helps me with my Catholic faith, especially after receiving all my sacraments. It has helped shape my character, teaching respect, discipline, and the value of community.”

–DYLAN BRENNAN, SCHOLARSHIP RECIPIENT

“Our daughter, Lily, is a first-time recipient of a scholarship. We were so grateful and appreciative when we received that letter in the mail. Every little bit helps, and we couldn’t be more thankful to the donors, Catholic Education Arizona, and God.”

–JULIANN BRYAN, MOTHER OF SCHOLARSHIP RECIPIENT



AWARDS & RANKINGS



#3 BEST PLACES TO WORK 2024,
PHOENIX BUSINESS JOURNAL



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

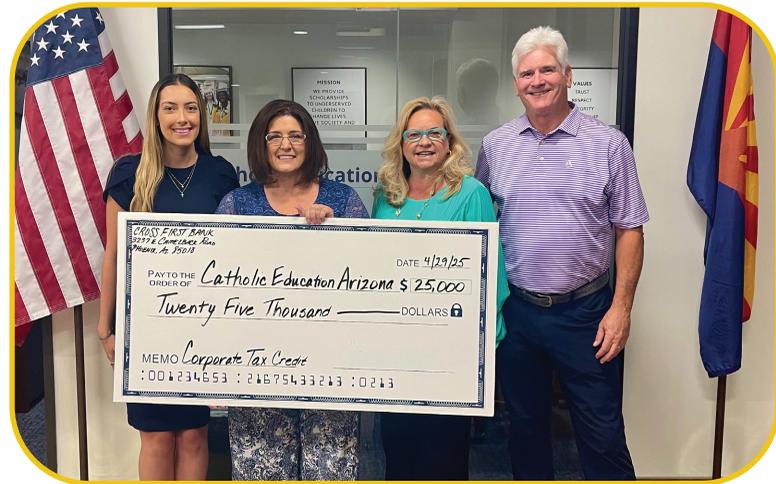


**MOST INFLUENTIAL WOMEN IN ARIZONA 2025,
NANCY PADBERG, MBA, PRESIDENT AND CEO, AZ BIG MEDIA**

COMMUNITY IMPACT



Colleen Will Promoting Tax Credits at Diocese of Phoenix Parish



CrossFirst Bank Check Presentation 2025



Dr. Miranda Maciel Visits St. John Vianney Catholic School



Dream Team at Catholic Schools Rally



Dream Team at Changing Lives with Legacy Event at Lon's at the Hermosa Inn



Nancy Padberg, MBA, and Tom Brennan, Principal at Bourgade Catholic High School, and Dr. Peter Morkert, Ed.D. Director of Outreach for CCSC at GCU



Sandee Pusac, Deb Preach and Amanda Kolden tabling at Diocese of Phoenix Catholic Schools



Board of Directors presents \$5.5 million Quarter 4 Scholarship Awards

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

Special thanks to our intern: **Stephanie Manalis**



Board of Directors Presented \$5.1 Million Quarterly Scholarship Awards to Bishop John Dolan

CONTACT US:

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www.ceaz.org



LEADERSHIP



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Pamela Gray
DIRECTOR OF DEVELOPMENT
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“I know I wouldn’t be where I am today without the foundation of my Catholic education.”

— JAMIE JANOS, CATHOLIC SCHOOL ALUMNUS, MEDICAL SCHOOL STUDENT

#1 CATHOLIC SCHOOL TUITION ORGANIZATION

Catholic Education

A R I Z O N A

Changing lives one scholarship at a time.

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

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 to benefit either taxpayer’s own dependent.