

Phoenixville Community Education

Executive Director / CEO

EIN 141855127

PA · NTEE T31

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joan Cadigan, Executive Director / CEO** (\$45,626) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

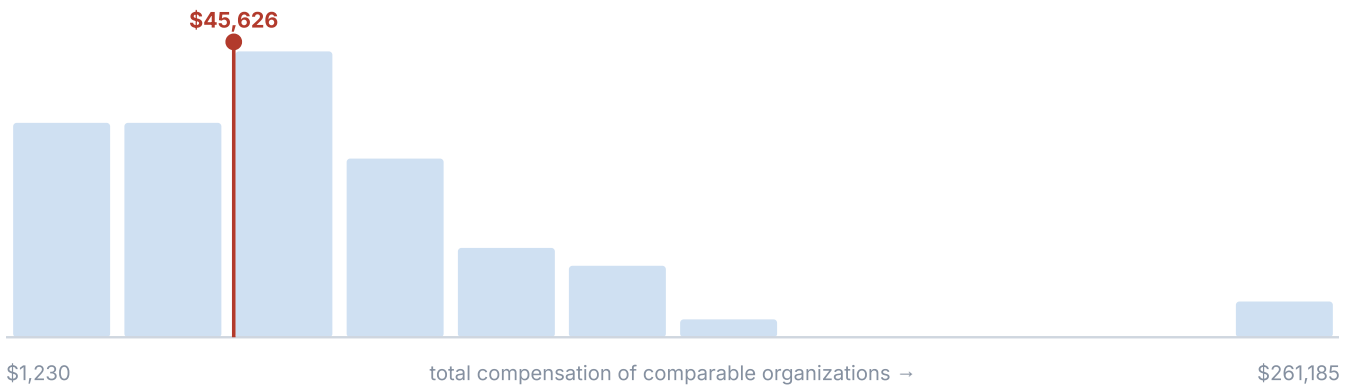
Benchmarked executive: Joan Cadigan — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$219,554 and \$491,539 — 0.67x to 1.50x the subject's \$327,693 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,861	\$27,756	\$52,119	\$78,543	\$118,375	\$45,626
----------	----------	----------	----------	-----------	----------



● 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 PA 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
Amenia Wassaic Community Organization	NY	\$323,963	Executive Director	\$118,510	\$104,305	2024
Community Foundation Of Merced County	CA	\$332,274	Executive Director	\$96,154	\$80,870	2024
Fields Park Trust	GA	\$322,820	Former Trustee	\$37,634	\$36,856	2024
Lexington Community Foundation	NE	\$321,845	Executive Director	\$74,995	\$78,564	2024
Langston Boulevard Alliance	VA	\$316,156	Executive Director	\$25,640	\$23,491	2025
Greater Cabarrus Foundation	NC	\$340,735	President And Ceo	\$65,000	\$65,416	2024
Bridgeport Public Education Fund Inc	CT	\$342,975	Executive Director/secretary	\$82,500	\$75,342	2024
Fleet Landing Endowment Fund Inc	FL	\$305,094	Ceo/secretary	\$29,980	\$27,432	2024
Friends Of Mascoma Foundation	NH	\$351,739	Interim Ex Director	\$46,800	\$43,333	2023
Weokie Credit Union Foundation	OK	\$288,944	Secretary	\$72,168	\$77,402	2024
Tulsa County Medical Society Foundation	OK	\$366,769	Executive Dir.	\$89,274	\$98,575	2023
Wellspring Endowment	TX	\$288,064	Chairmandirector	\$124,318	\$121,124	2024
Helena Area Community Foundation	MT	\$283,404	Executive Director	\$65,177	\$68,431	2024
Quality Of Life Foundation For Metropolitan Dallas	TX	\$281,782	President	\$37,003	\$36,052	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thomas County Community Foundation Inc	KS	\$377,712	Executive Director	\$60,275	\$65,298	2023
Swift Eagle Charitable Foundation	CO	\$274,262	Executive Dir.	\$32,000	\$30,769	2023
Friends In Action	NH	\$384,380	Executive Director	\$87,260	\$78,479	2024
Nacogdoches County United Way	TX	\$385,549	President/ce	\$49,000	\$47,741	2024
Together Empowered Inc	GA	\$268,542	Clinical Director	\$11,310	\$10,791	2025
Visit Champaign County Foundation	IL	\$266,372	Secretary	\$125,888	\$124,106	2023
Carol Ann Lee Memorial Trust	GA	\$265,062	Former Trustee	\$30,847	\$31,102	2023
Cuivre River Electric Community Trust Inc	MO	\$392,951	Crec's President & Ceo	\$249,636	\$257,530	2024
Danville Public School Foundation Inc	IL	\$396,949	Executive Director	\$42,840	\$39,964	2025
Viroqua Area Foundation	WI	\$398,516	Treasurer	\$3,000	\$3,052	2024
Iowa Area Development Group Community	IA	\$398,999	Ceo	\$95,538	\$101,889	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **62** organizations. Compensation range \$1,230–\$261,185; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$327,693); for reference, expenses \$292,996 and assets \$1,362,229.
ROLE MATCH	Joan Cadigan, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	42 nd
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	24 th

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 (Joan Cadigan) 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 62 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,626 is reasonable (approximately the 42nd 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.