

# Secular Communities For Arizona Inc

Executive Director / CEO

EIN 462530441

AZ · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeanne Casteen, Executive Director / CEO** (\$70,833) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jeanne Casteen — 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 (B99).

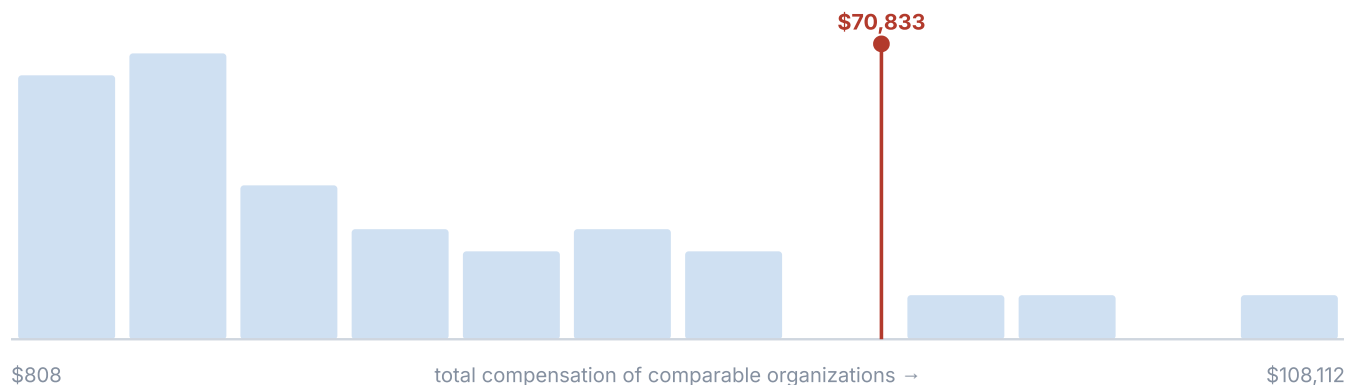
**BUDGET** Total revenue between \$58,321 and \$130,570 — 0.67x to 1.50x the subject's \$87,047 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**56** organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,992

\$11,758

\$22,964

\$47,877

\$66,694

**\$70,833**



## ● 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 AZ 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="#">The College Of Exploration</a>	VA	\$87,643	President	\$8,043	<b>\$8,314</b>	2023
<a href="#">Gonzaga University Telecommunications Association</a>	WA	\$88,421	President	\$52,736	<b>\$47,829</b>	2025
<a href="#">Empowerment Media Inc</a>	FL	\$85,286	Ceo	\$21,996	<b>\$21,486</b>	2024
<a href="#">Continuing Medical Education Institute</a>	MN	\$89,386	President/director	\$1,500	<b>\$1,586</b>	2023
<a href="#">Lavaca Historical Museum</a>	TX	\$83,283	Treasurer	\$6,133	<b>\$6,215</b>	2025
<a href="#">Russian School Of Austin</a>	TX	\$90,867	President	\$1,804	<b>\$1,932</b>	2023
<a href="#">Midwest Institute For International</a>	MI	\$91,018	Director	\$35,970	<b>\$37,610</b>	2025
<a href="#">American University Of Sovereign Nations Inc</a>	AZ	\$91,158	President	\$54,600	<b>\$56,213</b>	2023
<a href="#">California Association Of Realtors</a>	CA	\$91,525	Treasurer	\$56,565	<b>\$50,788</b>	2024
<a href="#">California Psychology Internship Council</a>	CA	\$82,024	Executive Director	\$53,750	<b>\$49,686</b>	2023
<a href="#">Homeschoolers United In The Big Bend Incorporated</a>	FL	\$81,053	President & Treasurer	\$15,061	<b>\$14,712</b>	2024
<a href="#">The My Hero Project Inc</a>	CA	\$93,087	President & Executive Dire	\$36,000	<b>\$32,323</b>	2024
<a href="#">Contemporary Chinese School Of Az</a>	AZ	\$94,063	Director	\$4,187	<b>\$4,311</b>	2023
<a href="#">Slate Of Mind</a>	NC	\$95,180	Executive Director	\$78,836	<b>\$84,701</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Neohumanist College Of Asheville</a>	NC	\$78,689	President	\$52,500	<b>\$56,405</b>	2024
<a href="#">Sskc Educational Support Inc</a>	MO	\$100,000	Ceo & President/secretary	\$66,164	<b>\$75,019</b>	2023
<a href="#">Kindred Spirits Canine Educationcenter</a>	CA	\$73,648	Executive Director	\$62,400	<b>\$57,682</b>	2023
<a href="#">Duranno Father School Usa</a>	WA	\$100,508	President	\$12,000	<b>\$11,171</b>	2024
<a href="#">Acnppe</a>	NY	\$72,695	Executive Director	\$55,000	<b>\$51,678</b>	2024
<a href="#">Bangor Area School District</a>	PA	\$101,453	Ex Director	\$11,528	<b>\$11,954</b>	2024
<a href="#">The Minority Scholars Program</a>	MD	\$72,635	President	\$3,628	<b>\$3,527</b>	2024
<a href="#">Cohort Sistas Inc</a>	DE	\$72,436	Executive Director	\$10,000	<b>\$9,919</b>	2025
<a href="#">Minnesota News Media Institute Inc</a>	MN	\$71,376	Executive Director	\$12,816	<b>\$13,168</b>	2024
<a href="#">Maryland Bar Foundation Inc</a>	MD	\$102,803	Director	\$15,561	<b>\$15,574</b>	2023
<a href="#">Democracy Unlimited</a>	CA	\$70,349	Director/independent Contractor	\$39,323	<b>\$36,349</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2024 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 AZ 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	56 organizations. Compensation range \$808–\$108,112; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$87,047); for reference, expenses \$224,412 and assets \$413,527. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jeanne Casteen, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Jeanne Casteen) 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 56 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$70,833 is reasonable (approximately the 89<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.