

Southwest Seminars Inc

Executive Director / CEO

EIN 742848875
 NM · NTEE A23
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Connie Eichstaedt, Executive Director / CEO** (\$31,409) against **every comparable organization** that fit the selection criteria — **109** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

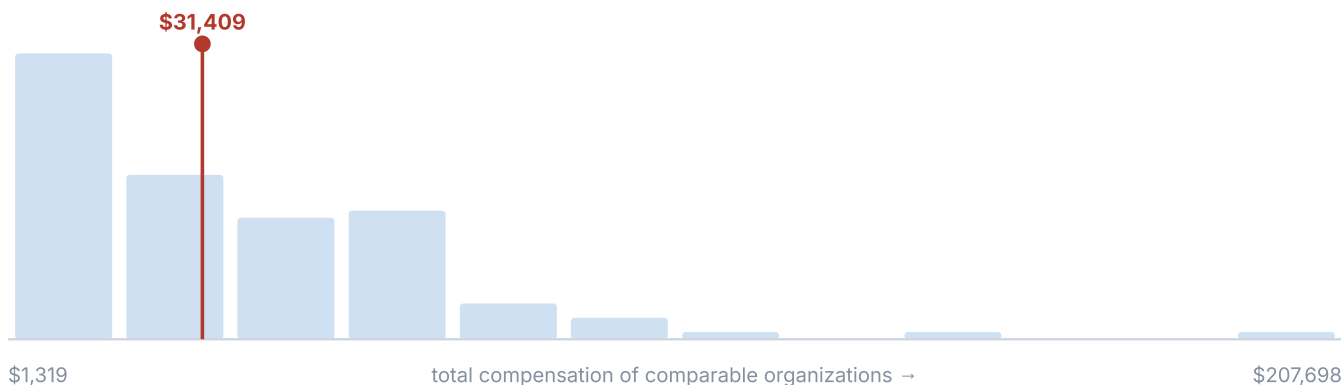
Benchmarked executive: Connie Eichstaedt — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$135,628 and \$303,645 — 0.67x to 1.50x the subject's \$202,430 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

109 organizations qualified on sector, size, and geography → **109** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,581	\$9,793	\$30,511	\$54,035	\$70,085	\$31,409
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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 NM 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
Arte Noir	WA	\$202,525	Executive Dir.	\$25,079	\$20,277	2024
Ellen Johnson Sirleaf Presidential	DC	\$202,746	Chief Operating Officer	\$77,826	\$61,675	2024
Minnesota African American Heritage	MN	\$203,977	Treasurer	\$48,057	\$42,883	2024
Pcs Educational Foundation Inc	PA	\$204,162	Principal	\$4,696	\$4,229	2024
Alliance Francaise & Language Ctr	RI	\$199,404	Former Direc	\$11,600	\$9,786	2025
Grit And Grace Girls Inc	TX	\$206,065	Director	\$31,500	\$29,296	2023
Juneteenth Ri	RI	\$206,595	Board President	\$4,500	\$3,897	2024
German American Cultural Society	RI	\$206,873	Treasurer	\$4,761	\$4,122	2024
Irish Fest Of The Fox Cities Inc	WI	\$196,596	Director	\$10,000	\$9,431	2024
Massachusetts Center For Native American Awareness Inc	MA	\$210,887	President	\$37,000	\$29,252	2025
More Than A Single Story Inc	MN	\$211,860	Artistic/executive Director	\$30,000	\$27,561	2023
Movimiento Afrolatino Seattle	WA	\$212,357	Executive Director	\$81,644	\$66,012	2024
Alliance Francaise De La Riviera Californienne Inc	CA	\$213,405	Executive Director	\$30,901	\$23,476	2025
Independent Jewish World Cinema Inc	CA	\$214,196	Secretary	\$47,500	\$37,041	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Every Black Life Matters Inc	TX	\$190,457	Director	\$57,200	\$51,672	2024
Ariel Rivka Dance Inc	NJ	\$215,092	Managing Direct	\$60,000	\$48,379	2024
Russian Educational Center	OH	\$215,205	Member, Board Of Directors	\$27,000	\$26,588	2023
City Of Erie Cable Tv Access Corp	PA	\$188,446	Executive Dir.	\$36,108	\$32,518	2024
Sicc Inc	NY	\$216,722	Executive Director	\$43,500	\$35,498	2024
Six Nations Iroquois Cultural	NY	\$187,701	Treasurer	\$13,800	\$11,594	2023
Three Aksha	PA	\$217,443	Artistic Director	\$60,000	\$54,035	2024
Torrance Chinese School	CA	\$186,971	President	\$15,404	\$11,702	2025
The Avenue Blackbox Inc	NY	\$218,958	Ceo	\$64,267	\$53,994	2023
Aloha Kuamo'o' Aina	HI	\$219,335	Admin Assistant	\$37,958	\$31,597	2023
Chinese Center On Long Island Inc	NY	\$219,451	Director	\$6,532	\$5,331	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	109 organizations. Compensation range \$1,319–\$207,698; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$202,430); for reference, expenses \$193,166 and assets \$64,791.
ROLE MATCH	Connie Eichstaedt, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 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	52 nd
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	52 nd

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 (Connie Eichstaedt) 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 109 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,409 is reasonable (approximately the 52nd 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.