

Ghost Tree Invitational Ltd

Executive Director / CEO

EIN 320202371
 OR · NTEE H11
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Colby Chackel, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Colby Chackel — reported title "VICE PRESIDE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H11).
BUDGET	Total revenue between \$75,310 and \$168,604 — 0.67x to 1.50x the subject's \$112,403 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,627	\$17,692	\$28,889	\$57,366	\$96,975	\$12,000
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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 OR 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
Heart And Stroke Research Fund	AZ	\$112,297	President	\$2,000	\$2,017	2025
University Kidney Research Organization	CA	\$110,733	President	\$2,000	\$1,860	2024
The Salgi Esophageal Cancer Research Foundation	RI	\$110,298	Vice President	\$8,800	\$9,086	2024
The Alliance For Benzodiazepine Best Practices	OR	\$109,326	Medical Director	\$24,000	\$24,709	2023
Detroit International Research And	MI	\$116,460	Executive Di	\$25,992	\$28,889	2024
Vincera Foundation	PA	\$116,830	Executive Dir.	\$30,000	\$32,215	2024
Allergists For Israel	OH	\$106,610	Administrator	\$3,250	\$3,707	2024
The Valhalla Fund	WA	\$119,578	Ceo	\$18,342	\$17,683	2024
Foundation For Arthroplasty Research And	IL	\$119,978	Executive Director	\$24,514	\$26,718	2023
Tri County Development Corp	TN	\$102,667	President/ceo	\$8,413	\$9,523	2024
Anchorage York Rite Foundation Inc	AK	\$102,219	Secretarytreasurer	\$5,680	\$5,848	2024
Children's Cancer Aid And Research Institute	AZ	\$98,592	President	\$29,575	\$30,628	2024
Noah's Bandage Project	KS	\$128,245	Program Manager	\$62,200	\$72,359	2024
Research Mississippi Inc	MS	\$128,366	Executive Director	\$42,000	\$50,371	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Val Skinner Foundation Inc	NJ	\$96,009	Chairperson	\$7,500	\$7,211	2024
All Greater Good Foundation	CA	\$130,726	President & Ceo	\$96,000	\$91,902	2023
The Tiller Foundation	AZ	\$93,604	President & Director	\$24,000	\$25,589	2023
Post-finasteride Syndrome Foundation	NJ	\$91,449	President	\$24,000	\$23,074	2024
Cardiovascular & Imaging Research Foundation Of Ny	NY	\$90,731	Principal Investigator	\$200,000	\$200,357	2023
Northeast Osteopathic Medical	ME	\$90,000	Executive Di	\$180,075	\$199,905	2023
Beth Israel Deaconess Department Of	MA	\$89,438	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$106,276	2024
Triangle Global Health Consortium	NC	\$135,426	Executive Di	\$80,102	\$89,125	2024
Rpa Research & Education Foundation	MD	\$87,336	Executive Director	\$17,583	\$17,701	2024
Down Syndrome Foundation Of	CA	\$137,654	Treasurer	\$72,600	\$69,500	2023
Acls And Lacls Committee	CA	\$138,380	President	\$30,000	\$27,895	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **47** organizations. Compensation range \$1,860–\$707,935; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$112,403); for reference, expenses \$72,319 and assets \$81,216.
ROLE MATCH	Colby Chackel, reported title "VICE PRESIDE", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	19 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 (Colby Chackel) 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 10, 2026, comparing compensation against 47 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 21st 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 10, 2026.