

The Salgi Esophageal Cancer Research Foundation

Executive Director / CEO

EIN 453633809

RI · NTEE H40

FY ending 2024-11-30

June 9, 2026

This analysis benchmarks the total compensation of **Christina M Frye, Executive Director / CEO** (\$8,800) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Christina M Frye — reported title “VICE PRESIDENT”, 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 (H40).
BUDGET	Total revenue between \$73,899 and \$165,447 — 0.67x to 1.50x the subject's \$110,298 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,914 10TH	\$14,983 25TH	\$27,016 MEDIAN	\$55,558 75TH	\$98,831 90TH	\$8,800 THIS ORG · 16TH
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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 RI 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
University Kidney Research Organization	CA	\$110,733	President	\$2,000	\$1,801	2024
The Alliance For Benzodiazepine Best Practices	OR	\$109,326	Medical Director	\$24,000	\$23,930	2023
Heart And Stroke Research Fund	AZ	\$112,297	President	\$2,000	\$1,954	2025
Ghost Tree Invitational Ltd	OR	\$112,403	Vice Preside	\$12,000	\$11,622	2024
Allergists For Israel	OH	\$106,610	Administrator	\$3,250	\$3,590	2024
Detroit International Research And	MI	\$116,460	Executive Di	\$25,992	\$27,979	2024
Vincera Foundation	PA	\$116,830	Executive Dir.	\$30,000	\$31,200	2024
Tri County Development Corp	TN	\$102,667	President/ceo	\$8,413	\$9,222	2024
Anchorage York Rite Foundation Inc	AK	\$102,219	Secretarytreasurer	\$5,680	\$5,663	2024
The Valhalla Fund	WA	\$119,578	Ceo	\$18,342	\$17,126	2024
Foundation For Arthroplasty Research And	IL	\$119,978	Executive Director	\$24,514	\$25,876	2023
Children's Cancer Aid And Research Institute	AZ	\$98,592	President	\$29,575	\$29,663	2024
Val Skinner Foundation Inc	NJ	\$96,009	Chairperson	\$7,500	\$6,983	2024
The Tiller Foundation	AZ	\$93,604	President & Director	\$24,000	\$24,782	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Noah's Bandage Project	KS	\$128,245	Program Manager	\$62,200	\$70,079	2024
Research Mississippi Inc	MS	\$128,366	Executive Director	\$42,000	\$48,784	2024
Post-finasteride Syndrome Foundation	NJ	\$91,449	President	\$24,000	\$22,347	2024
Cardiovascular & Imaging Research Foundation Of Ny	NY	\$90,731	Principal Investigator	\$200,000	\$194,042	2023
Northeast Osteopathic Medical	ME	\$90,000	Executive Di	\$180,075	\$193,604	2023
All Greater Good Foundation	CA	\$130,726	President & Ceo	\$96,000	\$89,005	2023
Beth Israel Deaconess Department Of	MA	\$89,438	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$102,927	2024
Rpa Research & Education Foundation	MD	\$87,336	Executive Director	\$17,583	\$17,143	2024
The Parkinson Alliance Inc	NJ	\$85,580	President & Ceo	\$57,692	\$53,719	2024
Xeroderma Pigmentosum Family Support	CA	\$85,358	Co-executive Director	\$25,000	\$22,513	2024
Triangle Global Health Consortium	NC	\$135,426	Executive Di	\$80,102	\$86,316	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 **43** organizations. Compensation range \$1,801–\$685,621; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$110,298); for reference, expenses \$22,238 and assets \$596,417. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Christina M Frye, reported title " <i>VICE PRESIDENT</i> ", 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	16 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	16 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 (Christina M Frye) 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 43 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$8,800 is reasonable (approximately the 16th 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.