

Urban Community Agri-nomics Ucan

Executive Director / CEO

EIN 810691944

NC · NTEE K99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Delphine Sellars, Executive Director / CEO** (\$30,200) against **every comparable organization** that fit the selection criteria — **29** 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: Delphine Sellars — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (K99).

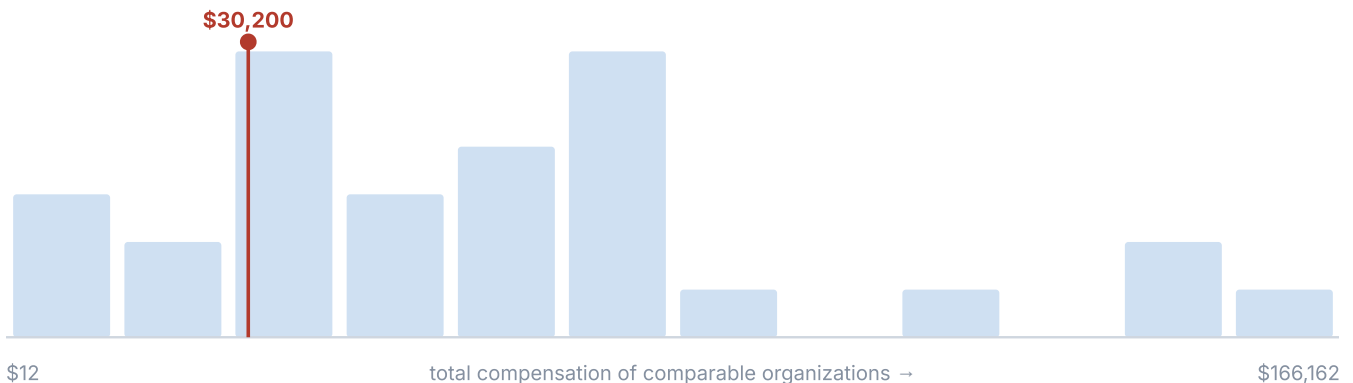
BUDGET Total revenue between \$268,818 and \$601,831 — 0.67x to 1.50x the subject's \$401,221 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K99), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,322

\$33,896

\$56,716

\$71,679

\$126,689

\$30,200



■ 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 NC 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
Wells For Life	KS	\$390,266	Key Employee	\$66,000	\$71,044	2023
North American Vegetarian Society	NY	\$389,680	President And Treasurer	\$50,800	\$44,426	2024
Hillside Agricultural Society	MA	\$425,887	President	\$1,750	\$1,483	2025
Broad Street Market Alliance	PA	\$376,010	Director	\$73,200	\$72,734	2023
Food4kids Backpack Program Of North Florida Inc	FL	\$368,640	Executive Director	\$36,212	\$33,896	2023
Mwanzo	WA	\$365,792	Director	\$80,751	\$69,969	2024
Foodshot Global Inc	NY	\$361,782	Executive Director	\$190,000	\$166,162	2024
Outpost Agriculture Inc	OR	\$357,990	President	\$13	\$12	2023
Our New Way Garden Inc	NY	\$351,174	President	\$40,000	\$34,981	2024
Organiceye Inc	WI	\$457,331	Executive Director	\$142,806	\$144,340	2024
Grow Jackson	MI	\$332,851	Executive Director	\$67,388	\$67,316	2024
Fort Worth Food & Wine Foundation	TX	\$470,466	Director/executive Directo	\$69,615	\$69,385	2023
Community Food Initiatives	OH	\$323,073	Past Director	\$29,162	\$29,893	2024
Fox Valley Food For Health Inc	IL	\$317,807	Executive Di	\$43,846	\$42,950	2023
Incubator Kitchen Collective	KY	\$307,620	Executive Di	\$54,546	\$56,716	2024
Mckeesport Meals On Wheels Inc	PA	\$295,500	Coordinator	\$26,000	\$25,093	2024
Food Strong	OH	\$515,699	Executive Director	\$54,138	\$57,133	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Healthy Archuleta Inc	CO	\$516,454	Secretary	\$6,527	\$6,236	2023
Raleigh City Farm Inc	NC	\$282,282	Executive Director	\$53,248	\$53,248	2024
Highland Youth Garden Inc	OH	\$520,279	Executive Director	\$67,921	\$71,679	2023
Organic Voices	NH	\$523,201	Executive Director	\$161,869	\$144,652	2024
Chester Agricultural Center Inc	NY	\$277,859	Executive Director	\$110,000	\$96,199	2024
Natural Soybean And Grain Alliance Inc	AR	\$277,315	Director	\$112,400	\$122,276	2024
Hollywood Farmers Market Inc	OR	\$273,190	Interim Market Director	\$37,583	\$34,776	2023
Farm And Craft Market Inc	CA	\$544,608	President	\$40,500	\$33,846	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	29 organizations. Compensation range \$12–\$166,162; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$401,221); for reference, expenses \$267,739 and assets \$616,166.
ROLE MATCH	Delphine Sellars, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	21 st
All sources (D + E + F), adjusted	21 st

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 (Delphine Sellars) 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 29 similarly situated organizations (Same NTEE sector (K99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,200 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 9, 2026.