

# Utopian Seed Project Inc

Executive Director / CEO

EIN 833696014  
 NC · NTEE K05  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Chris Smith, Executive Director / CEO** (\$69,639) against **every comparable organization** that fit the selection criteria — **337** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

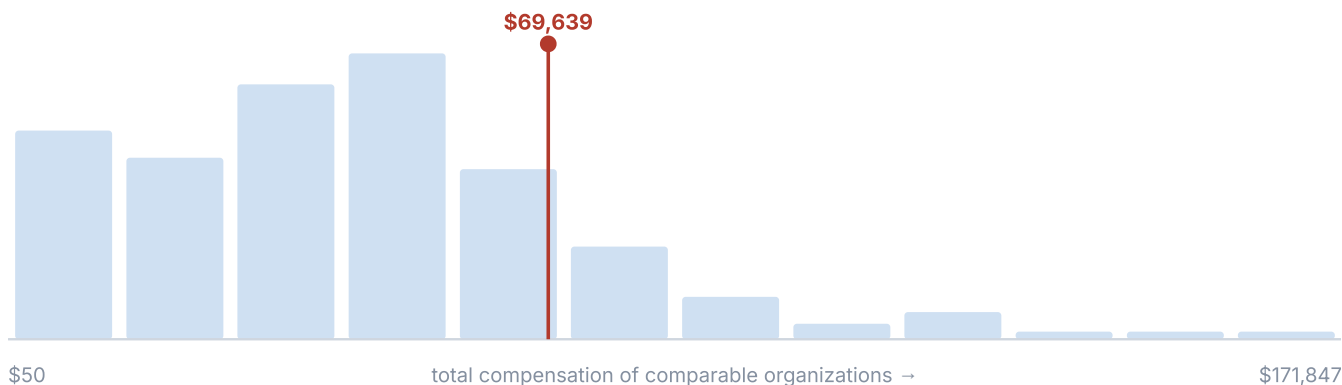
**Benchmarked executive:** Chris Smith — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K05).
BUDGET	Total revenue between \$158,020 and \$353,778 — 0.67x to 1.50x the subject's \$235,852 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (K), nationwide + budget 0.67–1.5x revenue.

**337** organizations qualified on sector, size, and geography → **337** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,524	\$25,164	\$43,147	\$59,949	\$81,858	\$69,639
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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 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
<a href="#">5loaves2fishnmi</a>	MI	\$235,864	Secretary	\$15,000	<b>\$14,555</b>	2024
<a href="#">Astoria Food Pantry Inc</a>	NY	\$235,826	Board Member	\$3,000	<b>\$2,624</b>	2023
<a href="#">Fundacion Yo Puedo Inc</a>	PR	\$235,670	President	\$2,395	<b>\$2,326</b>	2024
<a href="#">Musically Fed</a>	AZ	\$236,845	Executive Director - Founder	\$84,500	<b>\$76,393</b>	2024
<a href="#">Dig In Yancey Community Garden</a>	NC	\$236,988	Executive Director	\$44,972	<b>\$43,682</b>	2024
<a href="#">Oregon Ag Fest Inc</a>	OR	\$234,516	Executive Di	\$48,000	<b>\$43,140</b>	2023
<a href="#">Northwest Mutual Aid Collective Inc</a>	PA	\$233,724	Executive Director	\$70,901	<b>\$68,429</b>	2023
<a href="#">Shelbyville Community Soup Kitchen</a>	TN	\$237,980	Employee	\$41,100	<b>\$40,612</b>	2024
<a href="#">Table Of Plenty Hmb</a>	CA	\$238,096	Executive Director	\$49,154	<b>\$41,078</b>	2023
<a href="#">Marys Kitchen</a>	CA	\$233,459	Chairperson	\$68,000	<b>\$56,828</b>	2023
<a href="#">Living Stones</a>	PA	\$233,220	Executive Di	\$51,000	<b>\$47,810</b>	2024
<a href="#">Seven Loaves Soup Kitchen Inc</a>	PA	\$233,043	Mission Coordinator	\$12,000	<b>\$11,250</b>	2024
<a href="#">Michigan Ag Council Inc</a>	MI	\$232,961	Excutive Director	\$29,311	<b>\$28,440</b>	2024
<a href="#">Nederland Farmers Market</a>	CO	\$238,911	Executive Director	\$30,000	<b>\$27,041</b>	2024
<a href="#">Northern Colorado Foodshed Project</a>	CO	\$232,647	Executive Director	\$41,947	<b>\$37,811</b>	2024
<a href="#">Your Neighbor's House</a>	TX	\$239,093	Executive Director	\$44,992	<b>\$43,557</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sfmv Inc</a>	FL	\$232,360	Market Manager	\$44,136	<b>\$45,117</b>	2021
<a href="#">Travelers Rest Farmers Market</a>	SC	\$239,400	Executive Di	\$46,686	<b>\$45,785</b>	2024
<a href="#">Lawrence Community Food Alliance</a>	KS	\$240,012	Executive Di	\$43,260	<b>\$50,856</b>	2021
<a href="#">Reidsville Soup Kitchen Inc</a>	NC	\$240,435	Treasurer	\$5,710	<b>\$5,546</b>	2024
<a href="#">Table For Two Usa</a>	NY	\$240,702	President	\$54,000	<b>\$47,225</b>	2023
<a href="#">Cultivate Abundance Inc</a>	FL	\$230,805	Executive Di	\$113,910	<b>\$100,593</b>	2024
<a href="#">Katie's Krops</a>	SC	\$241,388	President	\$48,000	<b>\$50,451</b>	2022
<a href="#">The Preservery Foundation</a>	CO	\$241,628	Executive Director	\$110,000	<b>\$99,152</b>	2024
<a href="#">Save Family Farming</a>	WA	\$229,935	Executive Director (Starting May 2024)	\$86,548	<b>\$72,841</b>	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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 337 organizations. Compensation range \$50–\$171,847; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$235,852); for reference, expenses \$232,693 and assets \$0.

**ROLE MATCH** Chris Smith, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 13 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	79 <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 (Chris Smith) 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 337 similarly situated organizations (Same NTEE major group (K), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,639 is reasonable (approximately the 82<sup>nd</sup> 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.