

# Impact Ulysses Inc

Executive Director / CEO

EIN 872545018  
 KS · NTEE E21  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Margaret Obholz, Executive Director / CEO** (\$22,750) against **every comparable organization** that fit the selection criteria — **367** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Margaret Obholz — 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 (E21).
BUDGET	Total revenue between \$86,815 and \$194,362 — 0.67x to 1.50x the subject's \$129,575 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**367** organizations qualified on sector, size, and geography → **367** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,513	\$17,786	\$35,319	\$58,296	\$86,483	<b>\$22,750</b>
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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 KS 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="#">Southeastern Massachusetts Emergenc</a>	MA	\$129,000	Medical Dire	\$4,500	<b>\$3,743</b>	2024
<a href="#">Healing Horses Therapeutic Riding Progam</a>	MO	\$130,161	Executive Dir.	\$18,854	<b>\$19,030</b>	2023
<a href="#">Chris Hope Foundation</a>	TN	\$130,187	President	\$5,500	<b>\$5,351</b>	2024
<a href="#">Greenpastures Christian Science</a>	TX	\$130,566	President	\$13,500	<b>\$12,869</b>	2023
<a href="#">Multicare Rehabilitation Specialists Pc</a>	WA	\$128,567	Chair,secretary,phys.-exec	\$78,826	<b>\$65,325</b>	2024
<a href="#">Finger Lakes &amp; Southern Tier Bhcc lpa l</a>	NY	\$130,755	Executive Officer	\$133,229	<b>\$111,437</b>	2024
<a href="#">Center For Safe Internet Pharmacies Ltd</a>	TX	\$130,994	Executive Director	\$140,171	<b>\$126,443</b>	2025
<a href="#">Brown County Womens Health Llc</a>	OH	\$128,104	Secretary	\$27,694	<b>\$27,151</b>	2024
<a href="#">Legacy Donor Foundation</a>	LA	\$128,010	Executive Director	\$70,000	<b>\$71,348</b>	2024
<a href="#">Greg Eble-petromart Memorial Foundation</a>	MO	\$131,364	Chair	\$27,966	<b>\$28,227</b>	2023
<a href="#">Sisters Of St Joseph Of St Mark</a>	OH	\$127,740	President	\$7,500	<b>\$7,353</b>	2024
<a href="#">Gerald Champion Regional Medical Center</a>	NM	\$127,709	President	\$44,463	<b>\$44,266</b>	2024
<a href="#">Licking Memorial Twigs</a>	OH	\$127,568	Hospital Liaison	\$21,529	<b>\$21,107</b>	2024
<a href="#">Random Acts Of Flowers</a>	TN	\$127,488	Executive Director	\$28,558	<b>\$28,607</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Memorial Hospital Of Craig</a>	CO	\$131,699	Executive Dir.	\$29,623	<b>\$26,293</b>	2024
<a href="#">Shoals Community Clinic</a>	AL	\$131,734	Exec.dir/sec	\$45,700	<b>\$45,700</b>	2024
<a href="#">Kalanis View Inc</a>	CA	\$127,188	Director	\$21,930	<b>\$18,046</b>	2023
<a href="#">Chum Therapeutic Riding Inc</a>	MI	\$132,000	President,tr	\$15,048	<b>\$14,801</b>	2023
<a href="#">Honoring Choices Virginia Inc</a>	VA	\$127,137	Executive Of	\$26,546	<b>\$23,725</b>	2024
<a href="#">Rockford Family Planning Foundation Inc</a>	WI	\$132,116	Executive Director	\$84,403	<b>\$81,593</b>	2024
<a href="#">Ely Health And Hospital Foundation</a>	MN	\$132,278	Ceo	\$43,202	<b>\$39,514</b>	2024
<a href="#">Community Health Clinic Inc</a>	KY	\$126,853	Executive Di	\$45,113	<b>\$46,189</b>	2023
<a href="#">Irelands Dream Inc</a>	MI	\$126,754	Executive Di	\$12,000	<b>\$11,465</b>	2024
<a href="#">Academy Of Medicine Education Foundation</a>	OH	\$126,484	Executive Director	\$4,050	<b>\$3,971</b>	2024
<a href="#">Riverwood Medical Properties Llc</a>	MN	\$126,412	Cfo	\$61,181	<b>\$55,958</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **367** organizations. Compensation range \$56–\$912,500; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$129,575); for reference, expenses \$194,935 and assets \$49,960. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Margaret Obholz, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	129 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	20 <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 (Margaret Obholz) 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 367 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,750 is reasonable (approximately the 32<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.