

# Andrews Air Force Base Fisher House Inc

Executive Director / CEO

EIN 521890916  
 MD · NTEE E86Z  
 FY ending 2022-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Janet Grampp, Executive Director / CEO** (\$75,495) against **every comparable organization** that fit the selection criteria — **310** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Janet Grampp — reported title “Director”, 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 (E86Z).
BUDGET	Total revenue between \$78,191 and \$175,054 — 0.67x to 1.50x the subject's \$116,703 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**310** organizations qualified on sector, size, and geography → **310** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$5,852	\$18,540	\$36,320	\$60,289	\$98,499	\$75,495
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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 MD 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="#">New York Relief Network Inc</a>	FL	\$116,265	Administrator	\$57,999	<b>\$52,976</b>	2025
<a href="#">Presbyterian Manor Foundation</a>	TX	\$115,942	Director	\$16,594	<b>\$16,566</b>	2024
<a href="#">Treatment Trends Foundationinc</a>	PA	\$115,635	Executive Director	\$34,272	<b>\$34,110</b>	2024
<a href="#">Saunders Hospital</a>	IL	\$115,505	President	\$600	<b>\$606</b>	2023
<a href="#">Mercy Health Foundation Of Southeastern</a>	PA	\$118,216	Dir; Pres & Ceo Mid-atlantic Region	\$74,073	<b>\$75,900</b>	2023
<a href="#">Professional Home Health Care Inc</a>	NM	\$115,128	President	\$10,828	<b>\$11,623</b>	2024
<a href="#">Mclaren Oakland Foundation</a>	MI	\$118,421	Ceo - Part Year	\$132,618	<b>\$136,613</b>	2024
<a href="#">Northwinds Integrated Health Network Ipa</a>	NY	\$114,876	Executive Director	\$151,000	<b>\$136,178</b>	2024
<a href="#">Face2face Healing Inc</a>	PA	\$114,738	Executive Director Co-founder	\$35,500	<b>\$35,332</b>	2024
<a href="#">Pittsburgh Bereavement Doulas Inc</a>	PA	\$114,708	Executive Directordoula	\$43,050	<b>\$44,112</b>	2023
<a href="#">American Patriotic Services Inc</a>	FL	\$118,718	Managing Director	\$33,735	<b>\$31,629</b>	2024
<a href="#">Salt Block Ministries</a>	TX	\$118,733	President	\$4,500	<b>\$4,493</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Long Island Medical Foundation Inc</a>	NY	\$118,849	Executive Director	\$114,475	<b>\$103,238</b>	2024
<a href="#">Queen City Cocoa Beans Incorporated</a>	NC	\$114,472	Executive Di	\$49,267	<b>\$50,805</b>	2024
<a href="#">The Community Wellness Project</a>	WA	\$119,176	Board Member	\$34,511	<b>\$31,748</b>	2023
<a href="#">Catherine Mcauley Health Services</a>	MI	\$119,698	President, Th Med Group Mi	\$123,387	<b>\$130,859</b>	2023
<a href="#">Commcare Bossier</a>	LA	\$120,000	Secretary	\$22,705	<b>\$24,309</b>	2025
<a href="#">Hcch Holding Corporation</a>	FL	\$120,125	Ceo	\$9,832	<b>\$9,218</b>	2024
<a href="#">Roland Park Place Health Care Corporation</a>	MD	\$113,150	President	\$29,258	<b>\$28,106</b>	2023
<a href="#">Horsepower Equine Assisted</a>	VA	\$120,499	Executive Director	\$30,000	<b>\$28,909</b>	2024
<a href="#">Accma Community Health Foundation</a>	CA	\$120,505	Executive Director	\$45,633	<b>\$40,488</b>	2023
<a href="#">Central Florida Health Inc</a>	FL	\$120,610	Director/university Of Florida President (Thru Feb 2023)	\$120,025	<b>\$115,855</b>	2023
<a href="#">Ren Xue Center For Whole Life</a>	WA	\$112,736	Board President	\$67,058	<b>\$61,688</b>	2023
<a href="#">Pregnancy Support Center Of The Tri-cities</a>	VA	\$112,333	Executive Director	\$32,278	<b>\$32,023</b>	2023
<a href="#">Carewell Health Medical Center</a>	NJ	\$112,260	President	\$7,500	<b>\$6,683</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2022 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

MD 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	<b>310</b> organizations. Compensation range \$60–\$983,857; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$116,703); for reference, expenses \$142,775 and assets \$314,808.
ROLE MATCH	Janet Grampp, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	127 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	<b>83<sup>rd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>83<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>92<sup>nd</sup></b>
All sources (D + E + F), adjusted	<b>53<sup>rd</sup></b>

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 (Janet Grampp) 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 310 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,495 is reasonable (approximately the 83<sup>rd</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.