



**2024 CENSUS OF DIRECTORS
AND CHIEF EXECUTIVES
OF RHODE ISLAND'S LARGEST
NONPROFIT ORGANIZATIONS**

About Women's Fund of Rhode Island

Background & History

In 2001, Simone Joyaux, together with the Rhode Island Foundation, established a fund specifically for women and girls in Rhode Island. In 2005, the Women's Fund of Rhode Island (WFRI) became an independent charitable organization and has been working to create a more equitable Rhode Island ever since. WFRI is a proud member of the Women's Funding Network, the largest philanthropic alliance in the world dedicated to advancing the essential role of feminist funders in the unwavering fight for gender equality and justice.

Mission & Rationale

Research shows distinct gender, wage, wealth, health and power gaps for women and girls in Rhode Island. These gaps are worse for women of color, and those of different sexual preferences/orientations, ages, and abilities. The mission of Women's Fund of Rhode Island is to invest in women and girls through research, advocacy, grant-making, and strategic partnerships designed to achieve gender equity through systemic change. As a leader of social change, we are committed to advocating for and convening voices that advance gender equity and influence.

Why This Report?

This report is an update of the 2019 Census of Directors and Chief Executives of Rhode Island's Nonprofit Organizations. The 2019 report showed women led 44% of RI's largest nonprofits, but only 3% of leaders at that time identified as BIPOC. Considering that many of the organizations in the report serve diverse constituencies, it was concerning that their voice was not represented at the tables where their lived experiences were being addressed.

In 2023, women made up 51% of the state's population, and 29% of our population was BIPOC. We wanted to explore whether there have been any changes in leadership demographics at these nonprofit organizations, particularly post COVID, and with the local focus on diversity, equity, and inclusion. This research will be shared with the media, local funders, and key community stakeholders to chart progress on recent efforts to increase the diversity of Rhode Island's leaders. The data may also indicate opportunities for policy and strategy improvements moving forward.

About this Report

How Data Was Collected

WFRI downloaded the most recent IRS 990 data from the Candid/Guidestar database on the 150 largest nonprofit organizations in RI (based on revenue), including total asset worth, along with names of the organization's CEO and Board of Directors. Students from Bryant University's MGT200-F class reached out to these organizations via email and phone to request the demographics of these nonprofit leaders. If they received no response, the students searched organizational websites and LinkedIn to determine demographics. They were directed to identify the number and percentage of leaders by gender and race. Multiple attempts were made to reach nonprofits to confirm the collected data.

Research Limitations

The nonprofits that were selected for this report were based on available 990 data in Candid/Guidestar, particularly line 12 of the 990 which provides the nonprofit's annual revenue. This data primarily came from the 2022 990 reports, based on the organization's fiscal year. In some cases, the data may not reflect the organization's typical annual revenue, particularly if there was a unique bequest, capital campaign, or other items that might distort their regular standing.

We were unable to find any demographic data regarding the current board/CEO on 15 of the 150 nonprofits listed; indeed, a few of them seemed to have gone out of business since their last filing. Those organizations are not included in this report. In total, we are reporting on 135 nonprofits.

Since many of the nonprofits in this report did not return calls to confirm data, identification of gender and race was based on visual internet research on specific individual nonprofit leaders. If visual research was used, the report team was instructed to have another team member confirm the identification. As a result, gender and race characteristics not confirmed by the nonprofits themselves may have resulted in misclassification by the report team.

Key Findings

Since our last Census of Directors and Chief Executives report in 2019, we wondered if we would find any changes in the levels of diversity of our largest nonprofit organizations (by revenue) which, presumably, have a significant impact on the Rhode Island community, particularly post-COVID and with RI's renewed community interest in racial equity.

Key Findings Include:

- The largest 135 nonprofits have a total combined revenue of over \$14 billion
- The annual revenues of these 135 nonprofits range from a low of \$10,930,069 (RI Public Broadcasting Service) to a high of \$2,168,375,421 (Brown University)
- 26% of the largest nonprofits are in the Health sector (which is separate from Mental Health) and 18% are in the Education sector
- 27% of CEO roles are held by women and only 3% are women of color
- 6.7% of CEO roles are held by people of color
- 872 women serve on these boards and represent 21% of all board members
- People of color make up 29% of RI's general population, yet only 354 people of color serve on our largest boards, representing 8% of all board members
- The % of women board members in each sector ranges from 9% in the Other (unclassified) sector and 40% in the Mental Health sector
- BIPOC board members in each sector range from a low of 5% in the Health sector to a high of 18% in the Mental Health sector, with most other sectors being closer to the low end than the high end

Executive Summary

Rhode Island has 6,821 registered 501(c)3 public charities which together earn revenues of \$16 billion (Cause IQ, 2024). Most of these organizations have small budgets of less than \$100,000. Since our last report in 2019, we wondered what changes we might see in the level of diversity at our largest nonprofit organizations (by revenue) which, presumably, will significantly impact the Rhode Island community, particularly post-COVID and with RI's renewed community interest in racial equity. While we recognize that "diversity" is much more intersectional than just race and gender, many organizations do not publicly report this data. This report includes self-reported and/or public data about gender and racial diversity on the boards of directors and at the CEO/Executive Director positions of the 135 largest (by revenue) 501(c)3 nonprofits in Rhode Island, or roughly 4% of the total number of public charities in the state.

Based on the data in this report, it's fair to say that the composition of these boards is far from representative of the communities they serve.

The COVID-19 pandemic and its disproportionate impact on communities of color and women in the workplace likely played a role in the significant decline in percentage of women serving on boards. Going forward, more will need to be done to recapture their participation. Even accounting for COVID, the number and percentage of BIPOC leaders of organizations and on boards remains low and is a significant concern.

Recommendations

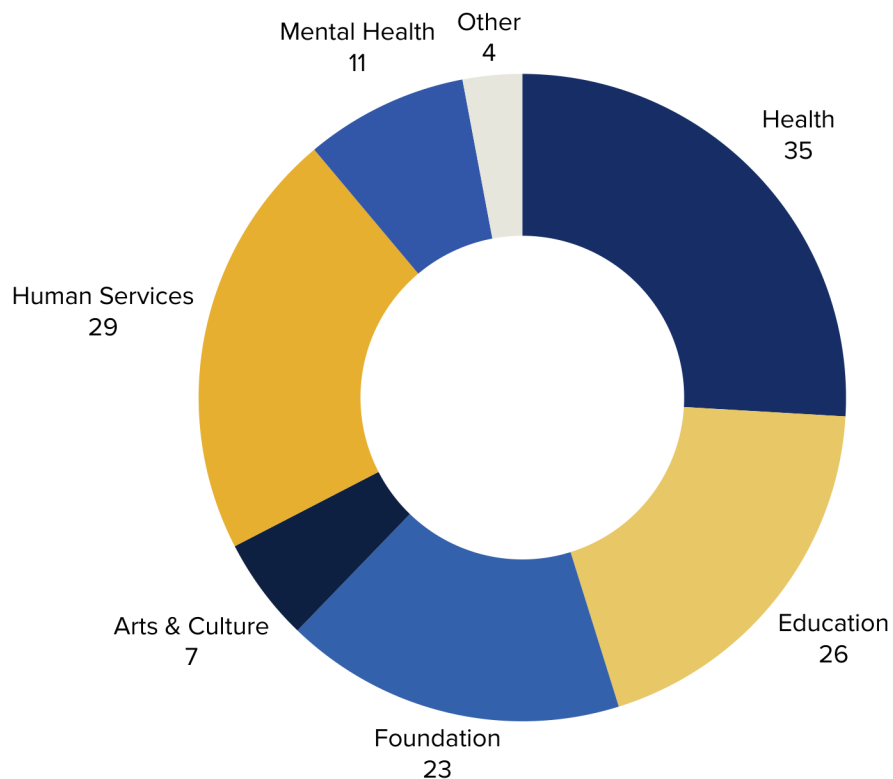
- 1** To attract people of different backgrounds to serve on boards, nonprofits should examine their criteria for membership. Is it really necessary to have a certain educational or professional pedigree to help the organization achieve its goals and objectives? Consider life experiences and transferable skills that can be used in place of certain prerequisites to give more individuals access to the leadership pipeline as appropriate.
- 2** Prioritize demographics, particularly racial and ethnic diversity, in board recruitment strategies. A quality board will select directors who are capable of thinking and communicating diverse thoughts and opinions while positively impacting the chemistry and dynamics of the current board. Collect data on how the board and staff members self-identify to set a baseline for your diversity and then set goals going forward. To avoid tokenism, ensure that there are two or more individuals on the board who fit your diversity screens.

- 3 Elicit recommendations for board members and leadership staff from a diverse slate of people. We're naturally drawn to people like us, so it's not a surprise when an all-white board draws from their largely personal and professional networks. Move beyond the personal networks of current board members and organizational leaders by engaging outside organizations, consultants and stakeholders in sourcing future board members.
- 4 Recommend women and people of color to serve on boards or to be considered for an open CEO role. If you frequently get asked to serve on boards of directors, and you identify as white and male, pay it forward by recommending someone else from an underrepresented community.
- 5 Diversity on your board could also mean including clients or students with limited income. Their insights are valuable for many reasons! Consider providing stipends and/or childcare to board candidates who might not be able to afford unpaid time or to cover transportation/childcare expenses that would otherwise prevent them from participation.
- 6 Use term limits to ensure new perspectives are regularly refreshing the conversation at the board level. We recommend a limit of no more than three consecutive, three-year terms.
- 7 Many of the nonprofit organizations in this report are funders to other nonprofits and often require those organizations which they fund to document diversity at leadership levels. If this is the case at your organization, consider whether you are meeting and exceeding this criteria for yourself, and provide assistance to your grantees in identifying diverse leaders when possible.

Diversity of Top RI Nonprofits by Race & Gender sorted by National Taxonomy of Exempt Entities (NTEE) Sectors

Sector & Worth	Board/CEO	Total #	% of Color	% Women
All Sectors \$14,168,344,799	Board CEO	4189 135	8.45% 6.7%	20.81% 27.4%
Health \$7,160,248,628	Board CEO	1,112 35	5.29% 11%	14.66% 31%
Education \$4,229,150,974	Board CEO	724 26	13.54% 12%	32.87% 39%
Foundation \$1,496,198,903	Board CEO	480 23	7.08% 4%	18.13% 35%
Arts & Culture \$124,696,699	Board CEO	505 7	8.12% 0%	16.83% 29%
Human Services \$702,125,361	Board CEO	1058 29	7.37% 11%	20.32% 15%
Mental Health \$383,440,508	Board CEO	179 11	18.44% 0%	39.66% 36%
Other \$72,483,726	Board CEO	146 4	8.22% 0%	8.9% 0%

of Organizations Representing NTEE Sectors Above

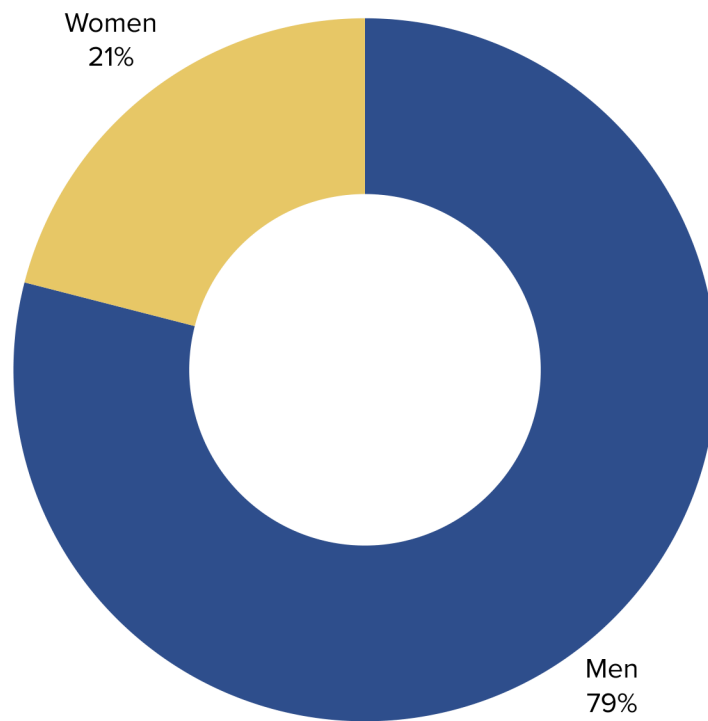


There was a significant drop in the percentage of women serving on boards compared with our last report. Currently, women hold 872 or 21% of the 4,189 board seats of these 135 organizations, compared with the 2019 finding of 38%. RI's numbers are much lower than the national statistics: the last national data published by Board Source was in 2021, citing 53% of board members were female.

Similarly, our current data shows a significant decline in the number of CEOs who are women: only 37 women (or 27%) lead at these 135 nonprofits. In 2019, the percentage was 44%. Again, RI's numbers are very low compared to the national statistics: the most recent national data shows 74% of cited nonprofits were led by women.

Revenues of women-led organizations ranged from \$11,174,331 (Skills for Rhode Island's Future) to \$2,168,375,421 (Brown University). These women-led organizations demonstrate strong female representation on their boards: 100% of these organizations have at least one female board member. 82% have 3 or more women on their boards; and 55% have boards with more than half of their members identified as women (compared to 42 in 2019).

Representation of Women on Nonprofit Boards*



*Out of 135 verified organizations

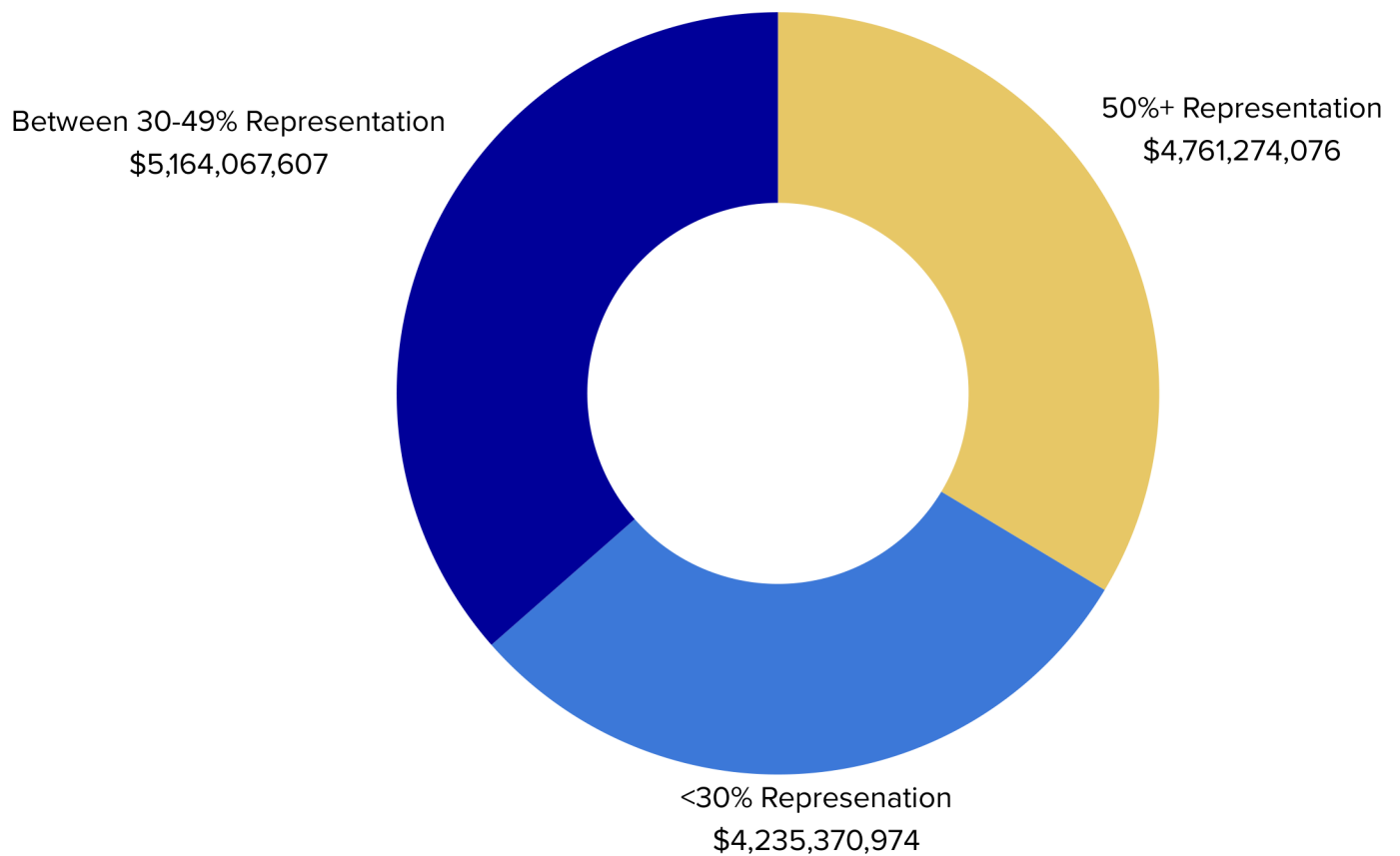
Nonprofit Organizations with 50% or More Women on Governing Boards

Organization	Revenue	% of Women on Board
Martin Luther King Community Center, Inc	\$11,301,540	85%
Greater Providence YMCA	\$15,855,613	83%
Visiting Nurse Services of Newport & Bristol	\$25,010,082	82%
One Neighborhood Builders	\$14,027,125	76%
Hope of Life International	\$25,673,993	75%
The Learning Community Charter School	\$11,389,046	75%
Newport Hospital	\$147,656,506	75%
van Beuren Charitable Foundation	\$382,313,929	75%
Comprehensive Community Action, Inc	\$37,907,948	73%
Neighborhood Health Plan of RI	\$1,522,277,074	71%
West Bay Residential Services	\$25,963,844	71%
Lincoln School	\$18,197,199	70%
Rhode Island Zoological Society	\$14,724,658	68%
Newport Hospital Foundation	\$13,877,816	67%
The Miriam Hospital	\$598,924,246	66%
Women & Infants Hospital of RI	\$496,983,161	66%
Phoenix Houses of New England, Inc	\$20,063,778	64%
Plan International USA, Inc	\$61,455,293	64%
East Bay Community Action Program	\$43,894,385	63%
The Bradley School	\$23,009,382	63%
The Groden Center	\$17,519,137	62%
Thundermist Health Center	\$90,981,582	62%
Woonsocket Neighborhood Development	\$24,639,643	62%
Accesspoint RI	\$13,621,981	60%

Community Care Alliance	\$33,987,903	60%
The Gordon School	\$12,353,538	60%
Newport Cty Community Mental Health	\$13,986,361	60%
Rhode Island PBS Foundation	\$10,930,069	60%
University Surgical Associates	\$42,930,028	60%
WB Community Health	\$149,441,988	66%
University of Rhode Island Foundation	\$40,864,874	59%
RI Community Food Bank Association	\$26,504,097	58%
The Highlander Charter School	\$14,745,189	58%
Saint Antoine Residence	\$23,016,626	58%
Children's Friend & Service	\$32,322,830	57%
Farm Fresh Rhode Island	\$19,574,577	57%
Community Action Partnership of Prov	\$11,658,735	55%
Salve Regina University	\$125,875,129	55%
Refocus, Inc	\$15,791,441	54%
Gordon Research Conferences	\$52,411,994	53%
Brown Dermatology, Inc.	\$16,553,293	52%
American Mathematical Society	\$32,058,394	50%
Amica Companies Foundation	\$51,507,410	50%
Care New England Health System	\$172,013,739	50%
Edesia, Inc	\$65,418,619	50%

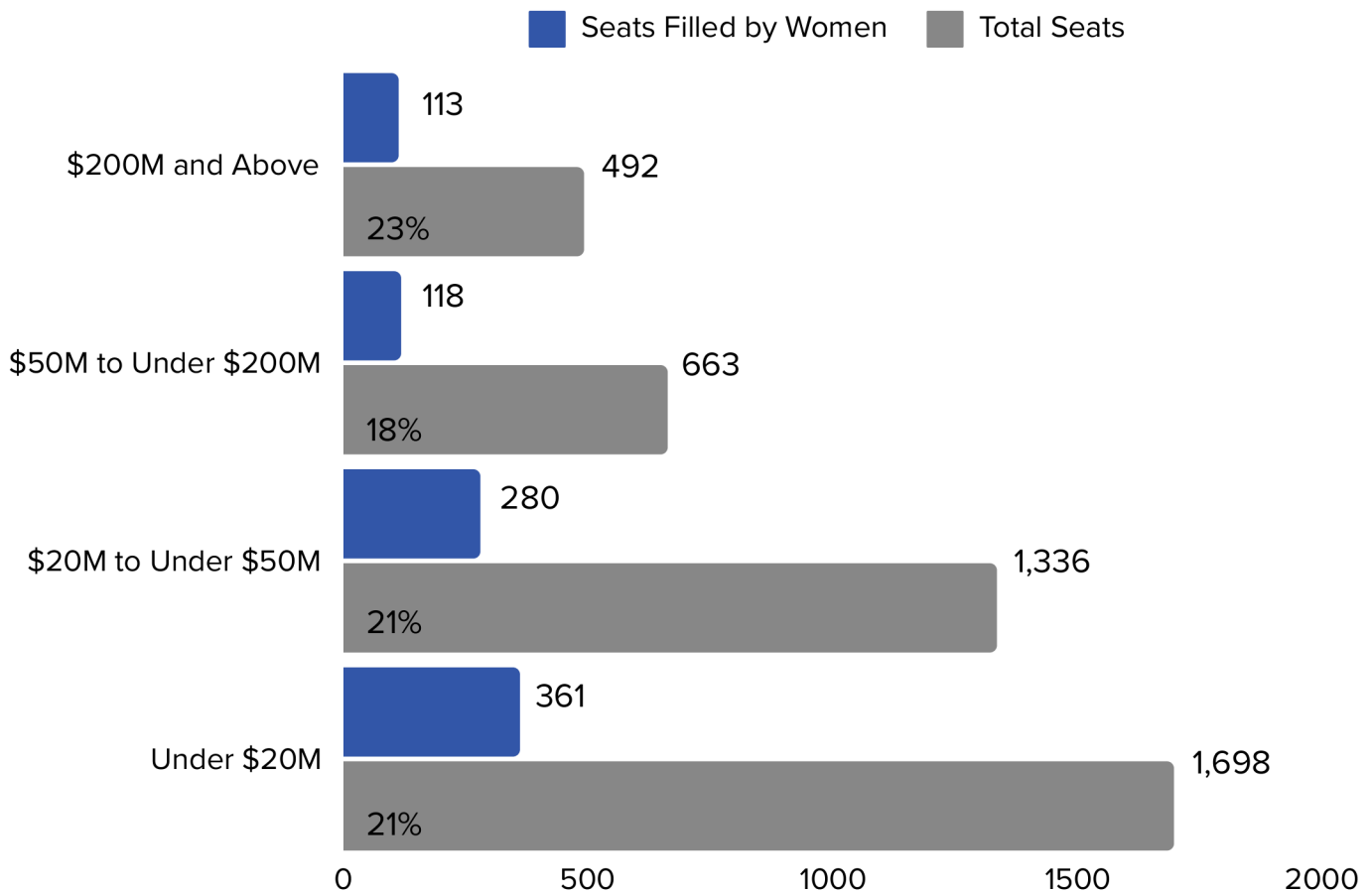
The total revenues of nonprofits in this report where women make up 50%+ of the board is equal to \$4,761,274,076, whereas boards where women make up less than half of board membership totals \$9,399,438,581. Boards with less than 30% representation by women have revenues of \$4,235,370,974.

Representation of Women on Nonprofit Boards By Total Revenues



Slightly more women serve on boards of organizations in the upper half of the list when sorted by total annual revenue. Of the organizations with revenue above \$50M, women hold 231 or 21% of seats. Of the organizations with revenue below \$50M, women hold 641 or 21%. This is a change from our previous report, where slightly more women served on boards on the lower end of revenue.

Number and Percent of Women on Governing Boards



Women hold the Chief Executive Officer/Executive Director positions at 37 or 27.4%, of the top 135 organizations, compared to 44% in our last report.

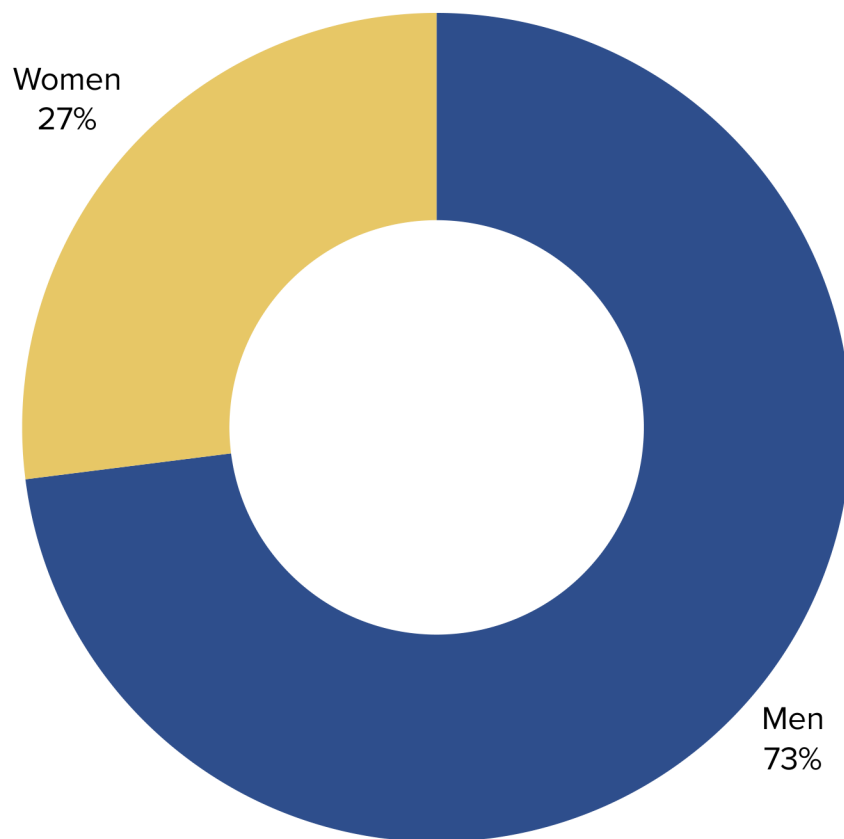
Why such a significant drop in female representation in this report?

The COVID-19 pandemic and its related economic impact meant that many women left the workforce or reduced their working hours between 2020 and 2022. Known as the “great resignation,” women left the workforce because there was not enough paid work available or they had to care for family members. It is highly likely that they also cut down on volunteer activity, including board service. Thankfully, the labor market has recovered in the past year. It is our hope that future reports will show a similar recovery and an increase in the percentage of women returning to serve on these boards.

A few key data points:

- 7 women lead organizations with annual revenues in excess of \$100M
- 16% or 22 women lead organizations found in the top 50% of the organizations when listed by revenue
- 20% or 27 women lead those at the lower end. In other words, men hold the top leadership positions at 82% of organizations with more than \$26M

Representation of Women as Nonprofit Chief Executives



*Out of 135 verified organizations

Women Chief Executives in Nonprofits with Revenue Above \$26 Million

Organization	2022 Revenue	CEO
Brown University	\$2,168,375,421	Christina Paxson
The Miriam Hospital	\$598,924,243	Maria Ducharme
Women & Infants Hospital of RI	\$496,983,161	Shannon Sullivan
van Beuren Charitable Foundation	\$382,313,929	Elizabeth Lynn
Johnson & Wales University	\$342,317,164	Minnie Runey
Rhode Island School of Design	\$200,813,322	Crystal Williams
Salve Regina University	\$125,875,129	Dr. Kelli Armstrong
Thundermist Health Center	\$90,981,582	Jeanne LaChance
Edesia, Inc	\$65,418,619	Maria Kasparian
Plan International USA, Inc	\$61,455,293	Shanna Marzilli
CVS Foundation	\$57,672,465	Eileen Boone
The Providence Center, Inc	\$52,557,573	Mary Marran
Gordon Research Conferences, Inc	\$52,411,994	Nancy Ryan Gray
Papitto Private Family Foundation	\$44,911,185	Barbara A. Papitto
RI Mayoral Academy Blackstone Valley	\$42,226,919	Sarah Anderson
University of Rhode Island Foundation	\$40,864,874	Lil O'Rourke
The Champlin Foundation	\$39,787,860	Nina Stack
Comprehensive Community Action, Inc	\$37,907,948	Joanne McGunagle
PACE Organization of Rhode Island	\$33,979,528	Joan Kwiatkowski
Gateway Healthcare, Inc	\$29,233,767	Joan Salhany
Preservation Society of Newport County	\$27,874,827	Getrude "Trudy" Coxé
Looking Upwards, Inc	\$26,531,056	Carrie Miranda

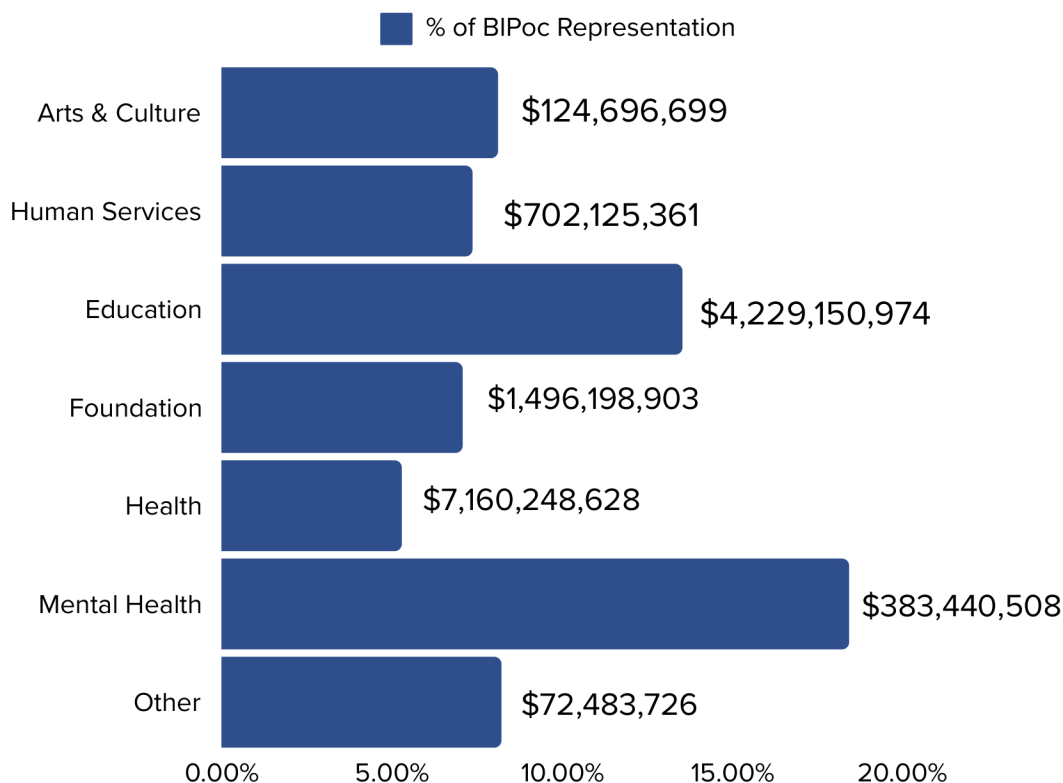
Limited Racial and Ethnic Diversity

Rhode Islander's who are Black, Indigenous, or People of Color (BIPOC) make up 29% of the state's general population. While there has been some positive movement in diversity among CEOs, similar to our previous report, we found limited racial and ethnic diversity on these boards. In 2019, only 5 CEOs of color (3%) were among the leaders of the top organizations. This report shows 9 leaders of color or 6%, and 4 of them are women. According to BoardSource's 2021 "Leading with Intent" report, the national statistic is 13%.

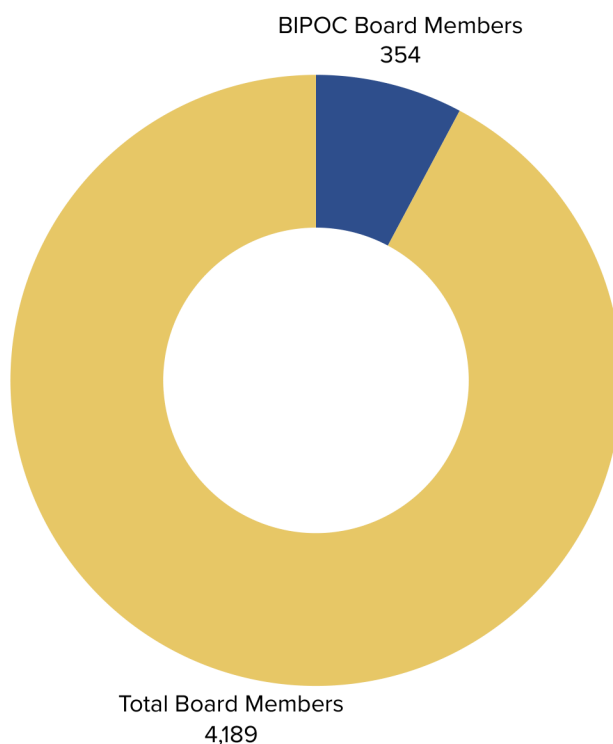
Of the 4,189 total board members, only 354 are BIPOC. This represents 8.45% of the total board members and is lower than found in our last report (10%). The national statistic cited by BoardSource is 22%. The Mental Health sector has the most representation with 18.44%, followed by the Education sector with 13.54%. The Health sector has the least representation by board members of color with only 5.29%, yet holds by far the most revenue (\$7,160,248,628).

While the economic impact of the COVID-19 pandemic may have also contributed to the decline in BIPOC participation on boards, we believe that more could be done to attract and recruit leaders of color to these boards.

Sectors with % of BIPOC Representation & Total Revenue



Percentage Of People Of Color On Rhode Island Boards



Chief Executives of Color in Rhode Island's Largest Nonprofits

Organization Name	2022 Revenue	CEO
Rhode Island School of Design	\$200,813,322	Crystal Williams
Kent County Community Hospital	\$616,989,024	Dr. Paari Gopalakrishnan
East Bay Community Action Program	\$43,894,385	Rilwan K. Feyisitan, Jr.
Hope of Life International	\$25,673,993	Katie Arriaza
Brown Urology, Inc	\$22,266,151	Gyan Pareek, MD
Brown Dermatology Inc.	\$16,553,293	Abrar A. Qureshi
The Gordon School	\$12,353,538	Dr. Helen West
Times2, Inc	\$11,916,845	Dr. Rudolph Moseley Jr.
Skills for Rhode Island's Future	\$11,174,331	Nina Pande

Boards with 26%+ Representation by People of Color

Organization Name	Total Revenue	% Represented
Skills for Rhode Island's Future	\$11,174,331	33%
The Wheeler School	\$44,419,701	33%
American Academy of Addiction Psychiatry	\$18,490,660	32%
Martin Luther King Center, Inc	\$11,301,540	31%
Dorot Foundation	\$11,417,261	30%
The Champlin Foundation	\$39,787,860	30%
Delta Dental of Rhode Island	\$64,453,283	30%
Brown Physicians	\$21,867,616	30%
The Fogarty Center	\$63,079,699	30%
Neighborhood Health Plan	\$1,522,277,074	29%
The Rhode Island Foundation	\$194,702,159	29%
CVS Foundation	\$57,672,465	28%
Comprehensive Community Action	\$37,907,948	27%
Scandinavian Home, Inc	\$11,446,395	27%
Newport County Community Mental Health Ctr	\$13,986,361	27%
Lincoln School	\$18,197,199	26%

"As CEOs, we must acknowledge the stark reality that many organizations claim to serve communities of color yet fail to include their voices and leadership at the decision-making table. To truly advance equity, we must prioritize intentionality, and inclusivity and actively engage with the communities we serve, leveraging their talent and insights to drive impactful solutions. Our boards must reflect the diversity of our communities, or we risk perpetuating the very inequities we aim to dismantle."

- Lisa Ranglin, CEO, RI Black Business Association

Methodology

Annual revenue is the primary criterion for inclusion in the list of the 2024 Census of Directors and Chief Executives of Rhode Island's Largest Nonprofit Organizations. Annual revenue data was obtained from each nonprofit's IRS Form 990, Line 12, as reported by 501(c)3 nonprofit organizations in Rhode Island. Due to varying report cycles, the most recent year with the most comprehensive data was 2022. The 990 forms were obtained from the Candid/Guidestar website as of September 1, 2023.

It is important to note that the 2022 revenues as listed may not reflect the typical annual income for these organizations. This report is simply based on the 150 nonprofits with the largest revenues in that reporting year, and may not reflect special circumstances such as unique bequests, capital campaigns, or other items that distorted funding for that reporting year. Please note that 15 of those 150 nonprofits are not included in this report due to a lack of current online data; consequently, this report focuses on 135 nonprofits.

In addition, this report contains information on 135 boards and chief executives of those nonprofits found in the Candid/Guidestar data download as of September 1, 2023. Information on board members and chief executives was obtained through several sources: the 990 filing, the organization's website, the Rhode Island Secretary of State's corporation database, and other publicly available sources. Where possible, all information was verified by a staff or board member at the specific organization.

Acknowledgments

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Local Resources for Training & Support regarding Diversity/Equity/Inclusion (DEI)

- Facilitate Change, <https://facilitatechange.org>
- Diversity & Inclusion Professionals, <http://daip.us/>
- RI Black Business Association, www.ribba.org
- Rhode Island Foundation, <https://rifoundation.org>
- Women's Fund of Rhode Island, <https://wfri.org/>

Complete List of Rhode Island's Largest 135 Organizations by 2022 Total Revenue

Brown University \$2,168,375,421	Pawtucket Credit Union \$91,925,616	St Georges School \$43,582,609
Rhode Island Hospital \$1,811,390,972	Thundermist Health Center \$90,981,582	University Surgical Associates Inc \$42,930,028
Neighborhood Health Plan of Rhode Island \$1,522,277,074	The Providence Community Health Centers Inc \$88,659,107	Rhode Island Mayoral Academy (SM) Blackstone Valley \$42,226,919
Kent County Memorial Hospital \$616,989,024	New England Institute of Technology \$88,659,107	University of Rhode Island Foundation & Alumni Engagement \$40,864,874
The Miriam Hospital \$598,924,243	Jonathan M Nelson Family Foundation \$81,812,729	The Champlin Foundation \$39,787,860
Women & Infants Hospital of Rhode Island \$496,983,161	Teamsters Local 251 Health Services and Insurance Plan \$81,275,922	Comprehensive Community Action Inc. \$26,072,258
van Bueren Charitable Trust \$382,313,929	Newport Restoration Foundation \$76,793,355	The Salem Foundation \$36,691,105
Johnson & Wales University \$342,317,164	Hope Hospice & Palliative Care Rhode Island \$71,503,436	Coastal Medical Physicians Inc \$34,586,509
Providence College \$327,751,899	Edesia Inc \$65,418,619	Community Care Alliance \$33,987,903
Lifespan Corporation \$281,124,527	Delta Dental of Rhode Island \$64,453,283	Pace Organization of Rhode Island \$33,979,528
Lifespan Physician Group Inc \$271,756,617	The Fogarty Center \$63,079,699	Fellowship Health Resources Inc \$33,850,439
Bryant University \$235,977,712	Plan International USA Inc. \$61,455,293	Providence Performing Arts Center \$33,498,809
South County Hospital Healthcare \$224,427,852	AIPSO \$59,723,963	Tri-County Community Action Agency \$24,321,692
Roger Williams University \$216,955,994	CVS Foundation \$57,672,465	Children's Friend and Service \$32,322,830
Rhode Island School of Design \$200,813,322	The Providence Center Inc. \$52,557,573	Greenwood Credit Union Inc \$32,311,818
The Rhode Island Community Foundation \$194,702,159	Gordon Research Conferences \$52,411,994	American Mathematical Society \$32,058,394
Care New England Health System \$172,013,739	Amica Companies Foundation \$51,507,410	Fm Global Foundation \$30,490,175
Wb Community Health \$149,441,988	Warren Alpert Foundation \$50,408,029	Landmark Medical Center \$30,472,241
Newport Hospital \$147,656,506	Ralph R. Papitto and Barbara A. Papitto Private Family Foundation \$44,911,185	J Authur Trudeau Memorial Center \$29,788,172
Salve Regina University \$125,875,129	Wheeler School \$44,419,701	Gateway Healthcare Inc. \$29,233,767
Butler Hospital \$125,651,721	East Bay Community Action Program \$43,894,385	Blackstone Valley Community Health Care Inc. \$28,819,157
Navigant Credit Union \$116,968,150		The Preservation Society of Newport County \$27,874,827
Emma Pendleton Bradley Hospital \$95,105,195		

Rhode Island Laborers Health Fund \$27,310,669	St. Andrew's School \$19,789,044	International Tennis Hall of Fame Incorporated \$14,024,189
Looking Upwards Inc \$26,531,056	Farm Fresh Rhode Island \$19,574,577	Newport County Community Mental Health Center Inc. \$13,986,361
Rhode Island Community Food Bank Association \$26,504,097	Crossroads Rhode Island \$18,689,220	Newport Hospital Foundation \$13,877,816
West Bay Residential Services \$25,963,844	American Academy of Addiction Psychiatry Inc \$18,490,660	Steere House Nursing & Rehabilitation Center \$13,861,029
Hope of Life International \$25,673,993	Lincoln School \$18,197,199	Accesspoint RI \$13,621,981
Aquidneck Island Land Trust \$25,123,306	The Groden Center Inc \$17,519,137	Rocky Hill Country Day School \$13,328,816
People's Credit Union \$25,020,386	Westerly Community Credit Union \$17,253,972	St Mary's Home For Children \$12,950,473
Visiting Nurse Services Of Newport And Bristol Counties Inc \$25,010,082	Jewish Federation Foundation of Greater Rhode Island \$16,990,336	Wood River Health \$12,677,502
Woonsocket Neighborhood Development Corporation \$24,639,643	Paul Cuffee School \$16,770,174	Trinity Repertory Company \$12,551,858
Family Service of Rhode Island Inc \$23,062,284	Rhode Island Credit Union \$16,678,289	The Gordon School \$12,353,538
Thrive Behavioral Health Inc \$23,053,495	Brown Dermatology Inc \$16,553,293	South County Home Health \$12,311,901
Saint Antoine Residence \$23,016,626	Tockwotton Home \$16,474,278	Times2 Inc \$11,916,845
The United Way of Rhode Island Inc \$23,014,896	Rhode Island Hospital Foundation \$16,409,972	Dorcas International Institute of Rhode Island Inc \$11,793,934
Lifespan School Solutions Inc - The Bradley School \$23,009,382	Narragansett Council, Boy Scouts of America \$16,069,639	Provport Inc \$11,716,204
Centreville Savings Bank Charitable Foundation \$22,900,307	Greater Providence Young Men's Christian Association \$15,855,613	Community Action Partnership of Providence County \$11,658,735
Brown Urology Inc \$22,266,151	Refocus Inc \$15,791,441	HopeHealth Visiting Nurse \$11,570,262
Roger Williams University School of Law \$22,015,010	The Saint Clare Home \$15,625,483	Scandinavian Home Inc \$11,446,395
Brown Physicians \$21,867,616	Ocean State Credit Union \$14,903,508	Dorot Foundation \$11,417,261
Saint Elizabeth Home East Greenwich \$21,820,340	The Highlander Charter School \$14,745,189	The Learning Community Charter School Inc \$11,389,046
Meeting Street \$21,019,284	Rhode Island Zoological Society \$14,724,658	Martin Luther King Community Center Incorporated \$11,301,540
CODAC Inc \$20,562,671	Young Men's Christian Association of Pawtucket Inc \$14,679,315	Skills For Rhode Island's Future \$11,174,331
Jewish Collaborative Services \$20,453,014	Westbay Community Action Inc \$14,101,139	United States Sailing Association Inc \$11,092,289
Phoenix Houses of New England Inc \$20,063,778	One Neighborhood Builders \$14,027,125	Rhode Island PBS Foundation \$10,930,069