

2019 CENSUS OF DIRECTORS AND CHIEF EXECUTIVES OF RHODE ISLAND'S LARGEST NONPROFIT ORGANIZATIONS



About AFP-RI and the Funding Organizations

Association of Fundraising Professionals - RI Chapter (AFP-RI) empowers individuals and organizations to practice ethical fundraising through professional education, networking, research and advocacy. This report is a project of its IDEA (Inclusion, Diversity, Education and Access) Committee.

AFP-RI thanks the following organizations for their financial support in making this project possible:

The Rhode Island Foundation is dedicated to improving the lives of Rhode Islanders. We partner with generous individuals, families, organizations, and corporations that share our commitment to the state, as well as with nonprofit organizations that provide the “boots-on-the-ground” services that make Rhode Island a better place to live, work, and play.

United Way of Rhode Island’s purpose is to change lives and strengthen our community together.

Women’s Fund of Rhode Island invests in women and girls through research, advocacy, grant making and strategic partnerships designed to achieve gender equity through systemic change.

Special thanks to **Bryant University’s** MGT 200 students who did the initial research that informs this report.

Comments from AFP-RI & Funding Organizations

Message from the Association of Fundraising Professionals - RI Chapter

“AFP-RI commits to a culture that respects inclusion, diversity, equity, and access, including engaging the broader community in advancing the goals of enhanced professional opportunities. As such, we are committed to using these principles to support the selection process and criteria for all staff, volunteer positions, board appointments, and committees at the nonprofits we serve. This report highlights opportunities for all Rhode Island nonprofits and we at AFP-RI are ready to assist in whatever way we can.” - Amy Gravell, President of the Association of Fundraising Professionals - RI Chapter & Managing Director of The Gamm Theatre

Message from the IDEA Committee Chair

“To repeat a popular quote, if you aren't at the table, you're likely on the menu. It is critical that the leaders of the organizations that are working to better Rhode Island reflect the populations they serve. With diversity comes innovation and opportunity, with new ideas and broader networks of people to tackle some of our stickiest issues.” - Kelly Nevins, Chair of AFP-RI's IDEA (Inclusion, Diversity, Equity & Access) Committee & Executive Director of the Women's Fund of Rhode Island

Message from the United Way of Rhode Island

“The United Way of Rhode Island knows that diversity enriches all of us. Thank you to AFP-RI for your leadership in publishing this critical report. The evidence is clear, we have more work to do in Rhode Island. We challenge our nonprofit partners to join us in taking the recommendations included in this report and developing concrete action steps.” - Cortney Nicolato, President and CEO, United Way of Rhode Island

Key Findings

Rhode Island has 4,140 registered 501(c)3 public charities which together hold assets of \$31.7 billion. We wondered about the level of diversity at our largest nonprofits who presumably have a significant impact on a broad swath of our community. While we recognize that diversity covers a much larger screen than gender and race, many organizations do not report data beyond these two identifiers. This report includes self-reported data about gender and racial diversity on the boards of directors and at the CEO/Executive Director positions of the 150 largest 501(c)3 nonprofits in Rhode Island, or roughly 4% of the total number of public charities in the state. The report is meant to create community conversations around whether the diversity of these organizations reflects/should reflect the broader Rhode Island community served and create a benchmark for future studies.

The top 150 nonprofit organizations were determined by their annual revenue as listed on line 12 of their 2017 Form 990 filing. In some cases, this 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. Of these organizations, we were unable to confirm data on board representation for 13.

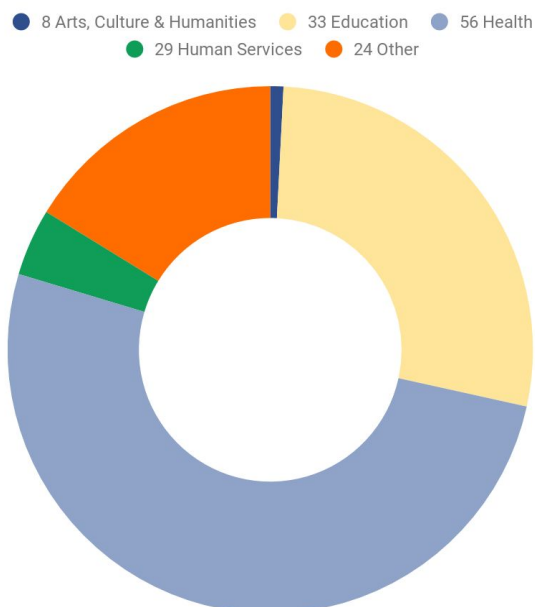
Key Findings Include:

- The largest 150 nonprofits in RI have a total revenue of \$11,515,924,424
- 3% of CEO roles are held by people of color
- The annual revenues of the top 150 in 2017 ranged from \$5,389,143 to \$1,369,753,828
- 37% of the largest 150 nonprofits are in health care and 22% are in education
- 876 women serve on these boards and represent 38% of all board members
- Racial diversity for board members in each sector range between 7.4% (Health) and 14.2% (Education)
- 43% of CEO roles are held by women
- Gender diversity for board members in each sector ranges from 34.8% (Health) and 42.9% (Other)
- People of color make up 30% of RI's general population, yet only 233 people of color serve on our largest boards, representing 10% of all board members

Diversity of Top RI Nonprofits by Race & Gender (sorted by NTEE Sectors)

Sector & Worth		Total #	% of Color	% Women
Arts, Culture \$95,546,305	Board	199	11.1%	36.2%
	CEO	8	12.5%	33.3%
Education \$3,270,780,889	Board	598	14.2%	38.6%
	CEO	33	3.2%	45.2%
Health \$6,055,920,727	Board	767	7.4%	34.8%
	CEO	56	3.6%	33.9%
Human Services \$487,000,832	Board	466	9.2%	39.5%
	CEO	29	0	44.8%
Other \$1,921,904,107	Board	273	9.4%	43.9%
	CEO	24	16.7%	50.0%

of Organizations Representing NTEE Sectors Above



Women hold 876 or 38% of the 2,304 board seats of the 150 organizations which verified the gender of their directors. According to BoardSource's "Leading with Intent" 2017 report, this is somewhat under national representation of 48%. The chief executives of 66, or 44%, of these nonprofits are women. Nationally, that number is 72%. The revenues of these organizations ranged from \$5,443,264 to \$1,369,753,828. 99% of these organizations have at least one woman board member. 124 organizations have three or more women on their boards; 42 have 50% or more.

Representation of Women on Nonprofit Boards*



*Out of 139 verified organizations

Nonprofit Organizations with 50% or More Women on Governing Boards

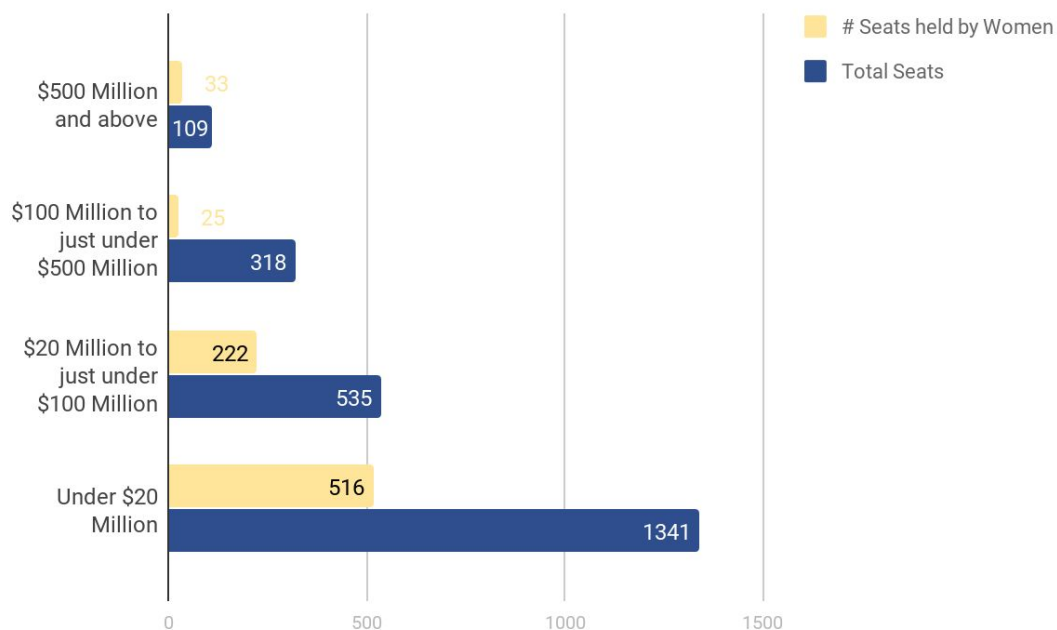
Organization	2017 Revenue	% of women on board
Handicraft Club, Inc.	\$5,443,264	100%
Carelink, Inc	\$8,296,673	92%
Comprehensive Community Action	\$26,072,258	87%
Plan International USA, Inc.	\$71,297,713	80%
The Cove Center, Inc.	\$8,059,330	78%
Community Care Alliance	\$27,109,645	76%
Lincoln School	\$24,197,814	73%
East Bay Community Action	\$32,879,584	69%

Visiting Nurse Services of Newport & Bristol Counties	\$14,498,441	67%
NA Catholic Educational Programming Foundation	\$12,652,254	67%
Newport Hospital	\$120,625,236	67%
Child and Family Services of Newport County	\$10,233,910	64%
Thundermist Health Center	\$47,568,030	63%
Sargent Rehabilitation Center	\$5,672,250	63%
Rhode Island Zoological Society	\$9,254,463	62%
Mary C. Wheeler School, Inc.	\$32,958,500	60%
Rhode Island Blood Center	\$44,309,081	60%
Brown Dermatology, Inc.	\$8,749,274	59%
Brown Medicine	\$82,506,376	58%
CHILD, Inc.	\$7,898,835	58%
Rhode Island Foundation	\$79,152,876	58%
Farm Fresh Rhode Island	\$5,673,142	57%
The Providence Community Health Centers	\$55,985,008	57%
The Groden Center, Inc.	\$17,604,019	57%
People's Redevelopment Corporation	\$10,159,057	57%
Gateways to Change, Inc.	\$8,082,835	56%
Steere House	\$13,214,194	55%
Learning Community Charter School, Inc.	\$10,075,466	54%
Public Archaeology Laboratory, Inc.	\$5,514,472	53%
Providence Health Plan	\$5,389,143	53%
Rhode Island School of Design	\$169,273,950	52%
Paul Cuffee School	\$12,662,781	50%
Hattie Ide Chaffee Nursing Home, Inc.	\$6,442,250	50%

Brown Emergency Medicine	\$57,707,848	50%
Wood River Health Services, Inc.	\$7,266,905	50%
Edesia, Inc.	\$39,975,887	50%
American Mathematical Society	\$33,044,977	50%
ReFocus, Inc.	\$13,139,063	50%
Neurology Foundation, Inc.	\$18,353,500	50%
Living in Fulfilling Environments LIFE, Inc.	\$8,516,892	50%

Slightly more women serve on boards of organizations in the bottom half of the list when sorted by total annual revenue. Of the organizations with revenues under \$20 Million, women hold 516 or 39% of the seats. Of organizations with revenue above \$100 Million, women hold 137 or 32% of the seats.

Number and Percent of Women on Governing Boards

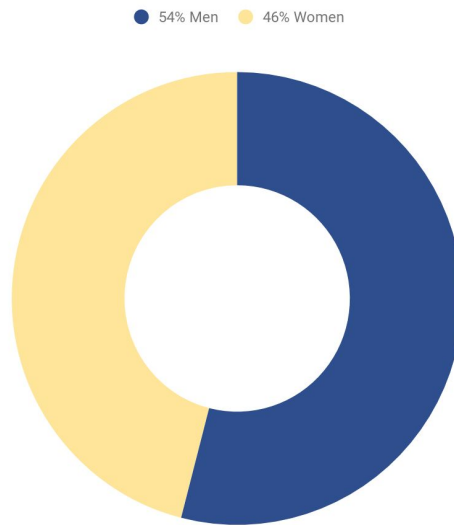


“Plan is an organization that advocates for children’s rights and equality for girls. Having board members who are women and from different backgrounds, and who understand or have personally experienced some of the hardships and barriers – and successes! – girls face, has proven to be extremely valuable when enacting our mission.”

- Dr. Tessie San Martin, President and CEO, Plan International USA

Women hold the most senior executive positions in 67, or 43%, of the top 150 nonprofit organizations, compared with 72% nationally. Four of the women lead organizations with annual revenues in excess of \$500 Million. 17% or 26 of them, lead organizations found in the top 50% of the organizations when listed by revenue.

Representation of Women as Nonprofit Chief Executives*



*Out of 145 verified organizations

“The chief executives of all organizations, regardless of their gender, have a responsibility to recognize the barriers that women have historically faced, and therefore also to be deliberate and purposeful in addressing those barriers when cultivating the next generation of leaders within their industries.” - Christina H. Paxson, President of Brown University

Women Chief Executives in Nonprofits with Revenue Above \$20 Million

Organization	2017 Revenue	CEO
Rhode Island Hospital	\$1,369,753,828	Margaret Van Bree
Brown University of Providence	\$1,268,115,085	Christina H. Paxson
Bank of America Charitable Fund	\$608,184,954	Kerry Sullivan
Johnson & Wales University	\$509,527,925	Mim L. Runey
Rhode Island School of Design	\$169,273,950	Rosanne Somerson
Newport Hospital	\$120,625,236	Crista Durand
Butler Hospital	\$106,482,046	Mary Marran
Salve Regina University	\$104,732,732	Kelli J. Armstrong
Brown Medicine	\$82,506,376	Ann Kashmanian
Plan International USA, Inc.	\$71,397,713	Tessie San Martin
Brown Emergency Medicine	\$57,707,848	Ann Kashmanian
The Providence Center, Inc.	\$55,985,008	Deborah O'Brien
Thundermist Health Center	\$47,568,030	Jeanne LaChance
HopeHealth (formerly Hope Hospice & Palliative Care RI)	\$46,227,062	Diana Franchitto
Gordon Research Center	\$43,434,312	Nancy Ryan Grey
St. Georges School	\$40,852,382	Alixé Callen
Edesia, Inc.	\$39,975,887	Maria Kasparian
Fellowship Health Resources, Inc.	\$39,150,770	Debra M. Paul
American Mathematical Society	\$33,044,977	Catherine Roberts
Mary C. Wheeler School, Inc.	\$32,958,500	Alisia St. Florian
Gateway Healthcare, Inc.	\$30,532,653	Joane Salhaney
University of Rhode Island Foundation	\$29,680,921	Lil Breul O'Rourke
J. Arthur Trudeau Memorial Center	\$26,865,286	Judith A. Sullivan, JD

Comprehensive Community Action	\$26,072,258	Joanne McGunagle
St. Antoine Residence	\$25,187,285	Jacquelyn Woznicki
Phoenix Houses of New England, Inc	\$24,676,789	Ann Marie K. Foster
Lincoln School	\$24,197,814	Suzanne Fogarty
Preservation Society of Newport County	\$23,602,394	Trudy Coxe

“As JWU chancellor, I am inspired every day by the grit, determination, and fearlessness of our founders, Gertrude Johnson and Mary Wales, who believed education was the pathway for personal and professional success. Every decision I make is guided by what is in the best interest of our university and students.” - Mim L. Runey, Chancellor of Johnson & Wales University

Limited Racial and Ethnic Diversity

People of color make up 30% of Rhode Island’s general population. There are only five chief executives of color (3%) among the leaders of the top 150 organizations included in this report, and only two of them lead organizations with budgets of over \$20M. According to BoardSource’s “Leading with Intent” report in 2017, the national statistic is 10%.

Only 233 people of color out of a total of 2,304 serve on the boards of these nonprofits, or 10%, compared with a national statistic of 16%. The Education sector has the highest representation of people of color on boards (14.2%), with total revenue of \$3,270,780,889.

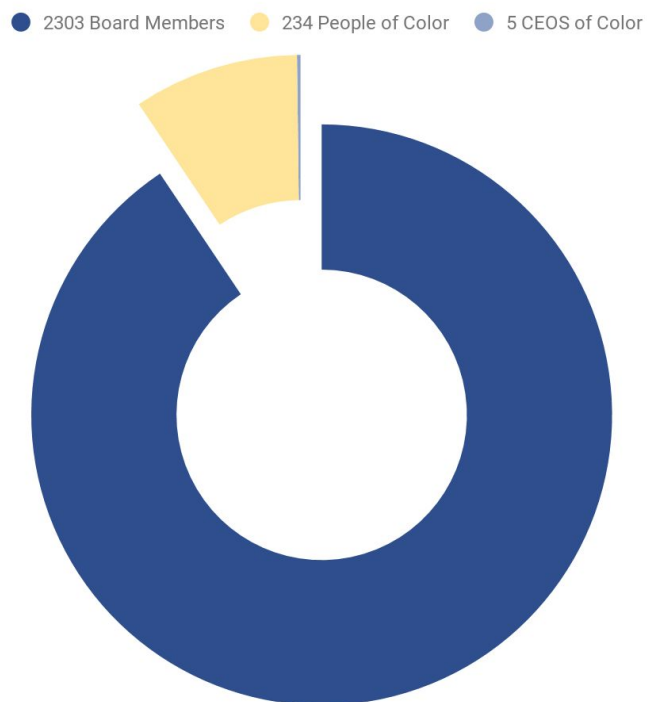
According to the Association of Fundraising Professionals, fundraising leaders can no longer secure the fundraising revenue that their organizations require without building and retaining diverse boards, executive teams and developing fundraising programs that engage all potential donors. “The advancement profession, like most professions, needs continued creative thinking about pipelines of diverse talent. A variety of barriers - many unconsciously self-imposed - make identification and recruitment of diverse professionals a challenge for many leaders.”

(AFP Global, 2019)

Chief Executives of Color in Rhode Island's Largest Nonprofits

Organization Name	2017 Revenue	CEO
Plan International USA Inc.	\$71,397,713	Dr. Tessie San Martin
Phoenix Houses of New England Inc.	\$24,676,789	Ann Marie K. Foster
Community Action Partnership of Providence	\$10,160,891	Rilwan Feyisitan, Jr.
Peoples Redevelopment Corporation	\$10,159,057	Barbara Krank
Brown Dermatology Inc.	\$8,749,274	Abrar A. Qureshi

Percentage Of People Of Color On Rhode Island Boards



Largest Nonprofit Boards with 15%+ Representation by People of Color

Organization Name	Total Revenue	% Represented
Times2, Inc.	\$11,238,594	78%
People's Redevelopment Corporation	\$10,159,057	71%
Blackstone Valley Community Health	\$20,285,174	54%
Community Action Partnership of Providence	\$10,160,891	46%
Father Flanagan's Boys Home	\$6,442,438	41%
Rhode Island Blood Center	\$16,317,243	40%
The Providence Community Health Centers	\$55,985,008	36%
Neurology Foundation, Inc.	\$18,353,500	33%
Big Picture Company, Inc.	\$6,379,139	32%
Neighborhood Health Plan of Rhode Island	\$1,367,938,435	29%
Brown University of Providence	\$1,268,115,085	28%
Paul Cuffee School	\$12,662,781	28%
Rhode Island Historical Society	\$6,520,752	27%
Gordon School	\$13,057,790	26%
Hope of Life International	\$12,480,496	25%
Rhode Island School of Design	\$169,273,950	24%
Lifespan Physician Group, Inc.	\$189,776,039	22%
University Surgical Associates, Inc.	\$37,974,255	22%
Providence Country Day School	\$8,729,758	20%
Dorcas International Institute of Rhode Island	\$6,983,866	20%
Community Care Alliance	\$27,109,645	19%
The Highlander Charter School	\$9,168,780	19%

Aldersbridge	\$7,279,281	19%
American Athletic Conference	\$74,477,525	19%
Brown Dermatology, Inc.	\$8,749,274	18%
Brown Medicine	\$82,506,376	17%
St. George's School	\$40,852,382	17%
Codac, Inc.	\$11,071,884	17%
Rhode Island Community Food Bank Association	\$16,317,243	17%
Provport, Inc.	\$9,846,102	17%
Kent County Visiting Nurse Association	\$21,570,719	16%
Tri-County Community Action Agency	\$24,321,692	15%
Family Service of Rhode Island, Inc.	\$19,167,529	15%

"In my career, oftentimes as "that person" – the one who helps bring "diversity" to the group - I have seen the power diversity brings to the team at every level. People with different backgrounds and experiences bring different perspectives to the table, which in turn enables your organization to be more innovative, more responsive and ultimately successful."

- Dr. Tessie San Martin, President and CEO, Plan International USA

Conclusion

Rhode Island has 4,140 registered 501(c)3 public charities which together hold assets of \$31.7 billion. It is worth noting that 62% of these organizations have budgets of less than \$100,000. We wondered about the level of diversity at our largest nonprofits who presumably have a significant impact on a broad swath of our community. While we recognize that diversity covers a much broader screen than gender and race, many organizations do not report data beyond these two identifiers. This report includes self-reported data about gender and racial diversity on the boards of directors and at the CEO/Executive Director positions of the 150 largest 501(c)3 nonprofits in Rhode Island, or roughly 4% of the total number of public charities in the state.

While the largest 150 nonprofit organizations in Rhode Island are doing a decent job at ensuring that women are serving on boards and leading organizations, we have not quite yet achieved gender equity in this area. Women make up about 51% of Rhode Island's general population and represent 43% of the membership of our largest nonprofit organization boards. A somewhat smaller amount leads these nonprofits as the CEO (36%).

Unfortunately, there is a long way to go before we can say the same about the racial and ethnic diversity of our largest nonprofit boards of directors. While people of color make up roughly 30% of Rhode Island's population, they make just 10% of board members of our largest nonprofits and lead only 3%. Considering that many of the organizations on this list serve diverse constituencies, it concerns us that their voice is not well represented at the tables where their lived experiences are being addressed.

Whether in the hiring of the chief executive officer, the determination of strategy, the allocation of resources or the goal of serving the community with authenticity, the board's leadership on diversity, inclusion, and equity matters. A boardroom filled with multiple perspectives helps to disrupt groupthink and overcome the status quo. Diverse backgrounds set the stage for tackling the same ideas from different angles, resulting in richer board conversations with new and different issues addressed.

With regards to fundraising, 72% of nonprofit CEOs in BoardSource's 2017 report "Leading with Intent" noted that diversity and inclusion are important, or greatly important, to "increase fundraising or expand donor networks." That report also noted that diversity and inclusion enhance the organization's standing with the general public.

Recommendations

1. Include regular (perhaps quarterly) training and discussion on DEI (diversity, equity and inclusion) topics as part of your board and staff's regular development training. These trainings and discussions can help orient a board toward the value of diversity, including within its ranks.
2. To attract people of different backgrounds, examine your criteria for membership. Is it really necessary to have a certain educational or professional pedigree to help the organization achieve its goals and objectives? Mandating that someone be the CEO of a company before they can be considered for board membership may be creating unnecessary barriers to diversity. Consider life experiences and transferable skills that can be used in place of certain prerequisites to give more individuals access to your leadership pipeline as appropriate.
3. Prioritize demographics, particularly racial and ethnic diversity, in recruitment strategies. A quality board will select board 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.
4. Ask for board member/leadership staff recommendations 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.
5. 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.
6. Use term limits to ensure new perspectives are regularly refreshing the conversation at the board level. We recommend no more than three consecutive, three-year term limits.
7. Funders of nonprofit institutions should critically consider the appropriateness of funding organizations that do not have a diversity of leadership on boards and staff which reflects the community these organizations serve.
8. Provide training and support in fundraising and development using best practices for both board members and staff in your leadership pipeline. The Association of Fundraising Professionals is a local resource for this.

Methodology

Annual revenue is the primary criterion for inclusion in the list of the 2019 Census of Nonprofit Directors and Chief Executives in Rhode Island's Largest Organizations. Annual revenue data were obtained from Line 12 on the Internal Revenue Service Form 990 reported by 501(c)3 nonprofit organizations in Rhode Island. Due to varying reporting cycles, the most recent year with the most comprehensive information was 2017. Forms 990 were obtained from the website Candid/Guidestar as of September 3, 2019. Organizations that had not yet posted 2017 Form 990 by that date are not included in this report.

It is important to note that the 2017 revenues as listed may not reflect the typical annual income for the organizations listed. The report is simply based on the largest 150 nonprofits by revenue 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.

Information on members of 142 boards and 141 of the chief executive officers of the 150 largest nonprofits as of November 15, 2019, is included in this Census. Information on board members and chief executives was obtained from the organization's websites, the Rhode Island Secretary of State's corporation database or other publicly available sources. Where possible, this information was verified by someone on staff or board at the specific organization. Information on gender and ethnicity of board members was not publicly available for 11 of the top 150 organizations; information on names and gender of chief executives was not publicly available for five of these organizations.

Acknowledgments

(list of volunteers who worked on this report)

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Local Resources for Training & DEI Support

- Association of Fundraising Professionals- RI Chapter
<https://community.afpglobal.org/afprhodeisland/home>
- Caneiwalk
<https://www.caneiwalk.org/>
- Diversity & Inclusion Professionals
<http://daip.us/>
- Diversity Talks
<https://www.diversitytalkspd.com/>
- EduLeaders of Color
<https://eduleadersofcolor.org>
- Rhode Island Foundation
<https://rifoundation.org/impact-insights/capacity-building-for-nonprofits>
- Rhode Island for Community and Justice
<https://www.ricj.org>
- Sojourner House
<http://www.sojournerri.org/education-and-training>
- TGI Network
<http://www.tginetwork.org/home>
- The Phoenix Empowered
<https://www.thephoenixempowered.org/>
- Youth Pride, Inc.
<https://www.youthprideri.org/explore/>

Complete List of Rhode Island's Largest 150 Organizations by 2017 Total Revenue

Rhode Island Hospital \$1,369,753,828	Emma Pendleton Bradley Hospital \$73,595,293	Comprehensive Community Action Inc. \$26,072,258
Neighborhood Health Plan of Rhode Island \$1,367,938,435	Plan International USA Inc. \$71,397,713	Saint Antoine Residence \$25,187,285
Brown University of Providence \$1,268,115,085	Brown Emergency Medicine \$57,707,848	Phoenix Houses of New England Inc. \$24,676,789
Rhode Island Foundation \$860,943,196	The Providence Community Health Centers Inc \$55,985,008	Tri-County Community Action Agency \$24,321,692
Bank of America Charitable Gift Fund \$608,184,954	The Providence Center Inc. \$53,070,086	Lincoln School \$24,197,814
Johnson & Wales University \$509,527,925	Thundermist Health Center \$47,568,030	Preservation Society of Newport County \$23,602,394
Women & Infants Hospital of Rhode Island \$475,840,926	Hope Hospice & Palliative Care Rhode Island \$46,227,062	Rhode Island Mayoral Academy \$23,223,829
The Miriam Hospital \$474,898,976	Rhode Island Blood Center \$44,309,081	Kent County Visiting Nurse Association \$21,570,719
Kent County Memorial Hospital \$445,260,413	Gordon Research Conferences \$43,434,312	Lifespan School Solutions Inc. \$20,845,283
Providence College \$286,975,092	The Fogarty Center \$41,251,936	Blackstone Valley Community Health Care Inc. \$20,285,174
Bryant University \$212,987,732	St Georges School \$40,852,382	Family Service of Rhode Island Inc. \$19,167,529
Lifespan Corporation \$204,838,020	Edesia Inc \$39,975,887	Meeting Street \$18,494,901
Roger Williams University \$203,319,284	Fellowship Health Resources Inc. \$39,150,720	Saint Elizabeth Home East Greenwich \$18,369,446
Lifespan Physician Group Inc \$189,776,039	University Surgical Associates Inc. \$37,974,255	Neurology Foundation Inc. \$18,353,500
South County Hospital Healthcare \$175,644,993	American Mathematical Society \$33,044,977	United Way of Rhode Island Inc. \$18,053,871
Rhode Island School of Design \$169,273,950	Mary C Wheeler School Inc. \$32,958,500	The Groden Center Inc. \$17,604,019
Care New England Health System \$145,387,664	East Bay Community Action Program \$32,879,584	Tockwotton Home \$16,614,928
Newport Hospital \$120,625,236	Gateway Healthcare Inc. \$30,532,653	Eugene Higgins Charitable Trust \$16,330,258
Butler Hospital \$106,482,046	University of Rhode Island Foundation \$29,680,921	RI Community Food Bank Association \$16,317,243
Salve Regina University \$104,732,732	Childrens Friend and Service \$28,201,065	Roger Williams University School of Law \$15,799,956
Wb Community Health \$101,054,277	Greater Pvd Young Mens Christian Association \$27,449,122	Newport Hospital Foundation Inc. \$15,788,439
New England Institute of Technology \$83,604,865	Community Care Alliance \$27,109,645	Looking Upwards Inc \$15,622,438
Brown Medicine \$82,506,376	J Arthur Trudeau Memorial Center \$26,865,286	West Bay Residential Services Inc. \$15,497,778
American Athletic Conference \$74,477,525	Providence Performing Arts Center \$26,609,872	Saint Elizabeth Manor East Bay \$15,281,900

Boy Scouts of America \$14,905,816	Visiting Nurse of Hopehealth \$10,302,865	Spurwink-RI \$7,457,038
Visiting Nurse Services of Newport and Bristol \$14,498,441	Rocky Hill School \$10,289,170	Northern Rhode Island Collaborative \$7,320,699
Northwest Community Health Care \$14,328,680	Child and Family Services of Newport County \$10,233,910	United Methodist Health Care Center \$7,279,281
Thrive Behavioral Health Inc. \$14,303,501	Community Action Partnership of Providence \$10,160,891	Wood River Health Services Inc \$7,266,905
Young Mens Christian Association of Pawt RI \$13,931,214	Peoples Redevelopment Corporation \$10,159,057	Jewish Alliance of Greater Rhode Island \$7,171,162
Healthcentric Advisors Inc. \$13,608,194	Learning Community Charter School Inc \$10,075,466	Harmony Hill School Inc. \$7,113,425
St Andrews School \$13,365,180	Scandinavian Home Inc \$9,873,428	Oshean Inc. \$7,102,494
Steere House \$13,214,194	Provport Inc. \$9,846,102	Middlebridge School Inc. \$7,025,270
ReFocus Inc. \$13,139,063	Ocean Community YMCA \$9,690,021	Dorcas International Institute of RI Inc. \$6,983,866
Gordon School \$13,057,790	United States Sailing Association Inc \$9,668,307	Newport Community Mental Health Center Inc. \$6,653,533
Accesspoint RI \$13,038,278	Trinity Repertory Company \$9,503,271	Rhode Island Historical Society \$6,520,752
Rhode Island Hospital Foundation \$13,014,799	Blackstone Valley Community Action Program \$9,261,963	Father Flanagans Boys Home \$6,442,438
Rhode Island Quality Institute \$12,689,846	Rhode Island Zoological Society \$9,254,463	Hattie Ide Chaffee Nursing Home Inc \$6,422,250
Paul Cuffee School \$12,662,781	The Highlander Charter School \$9,168,780	Big Picture Company Inc \$6,379,139
North American Catholic Educational Programming Foundation Inc \$12,652,254	Mount St Rita Health Centre \$8,896,220	Miriam Hospital Foundation \$6,337,568
The Arc of Blackstone Valley \$12,521,871	Brown Dermatology Inc. \$8,749,274	John Clarke Retirement Center \$6,253,879
Hope of Life International \$12,480,496	Providence Country Day School \$8,729,758	Episcopal Housing Foundation of Rhode Island \$6,153,295
Crossroads Rhode Island \$12,158,109	Rih Ventures \$8,606,974	East Side Housing Corporation \$5,960,152
South County Home Health \$12,124,670	Westbay Community Action Inc \$8,551,687	VNA, Inc. \$5,759,767
International Tennis Hall of Fame Inc. \$11,912,695	Living in Fulfilling Environments L I F E Inc \$8,516,892	Farm Fresh Rhode Island \$5,673,142
Tides Family Services Inc. \$11,708,852	Carelink Inc. \$8,296,673	Sargent Rehabilitation Center Inc \$5,672,250
Times2 Inc. \$11,238,594	St Marys Home for Children \$8,253,434	Rhode Island Public Radio \$5,618,701
Codac Inc. \$11,071,884	Saint Elizabeth Community \$8,252,200	Public Archaeology Laboratory Inc \$5,514,472
James L Maher Center \$10,770,966	Gateways To Change Inc. \$8,082,835	University Medical Group Inc \$5,481,690
N H C C Medical Associates Inc \$10,381,705	The Cove Center Inc. \$8,059,330	Handicraft Club Inc \$5,443,264
	C H I L D Inc. \$7,898,835	