

Providence Village Of Rhode Island

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Caroline Gangii, Executive Director / CEO** (\$83,204) against **every comparable organization** that fit the selection criteria — **285** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P80).

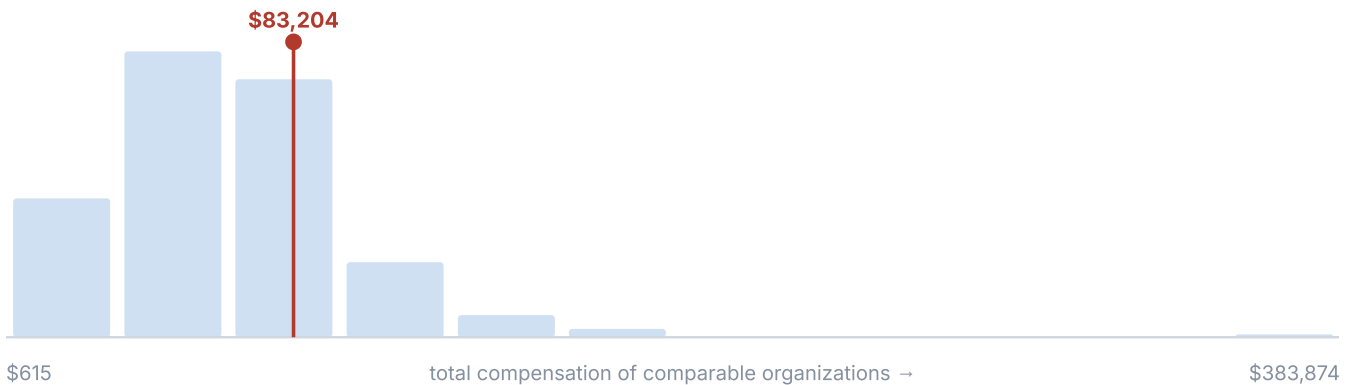
BUDGET Total revenue between \$286,880 and \$642,270 — 0.67x to 1.50x the subject's \$428,180 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

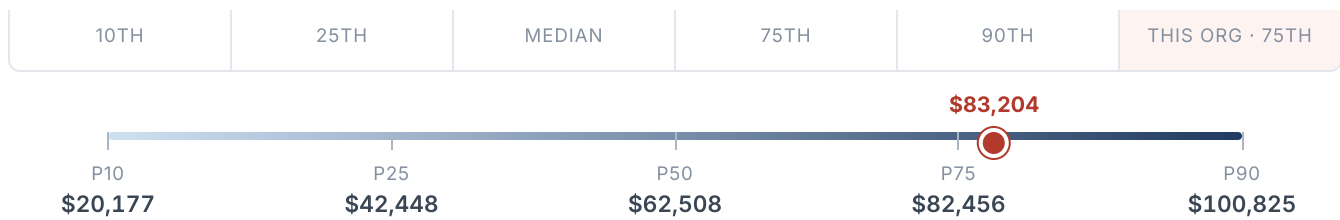
285 organizations qualified on sector, size, and geography

→ **285** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,177	\$42,448	\$62,508	\$82,456	\$100,825	\$83,204
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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 RI 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
Friends Of Transitions Guatemala	CA	\$428,236	Chief Financial Officer	\$2,000	\$1,750	2024
Bit Of Hope Ranch Inc	NC	\$428,244	Executive Dir.	\$45,240	\$47,351	2024
Build Missouri Health	MO	\$428,014	President & Ceo	\$24,284	\$26,054	2024
Gotta Be Me Inc	NE	\$425,775	Executive Dir.	\$66,000	\$71,907	2024
Mad River Valley Ambulance Service	VT	\$430,889	Rescue Coord	\$7,989	\$8,386	2023
Dallas Hearing Foundation Inc	TX	\$424,486	Development Director	\$105,600	\$107,002	2024
The Arc Of Grays Harbor	WA	\$432,013	Executive Director	\$53,321	\$48,357	2024
2nd Mile Ministries Inc	FL	\$423,112	Executive Dir.	\$50,018	\$47,597	2024
Nebraska Indian Child Welfare Coali	NE	\$433,315	Interim Ed	\$56,609	\$61,676	2024
Ray Of Light Farm Inc	CT	\$434,039	President	\$14,900	\$14,570	2023
Raise Texas	TX	\$434,313	Executive Director	\$173,217	\$180,702	2023
Social Creatures Inc	NY	\$435,755	Executive Dir.	\$48,811	\$45,998	2023
Partnership 4 Hope Inc	NE	\$436,000	Executive Director	\$16,430	\$18,429	2023
Horseplay Therapy Center Inc	FL	\$436,405	President	\$67,250	\$63,996	2024
Independence 1st Owner Corp	NY	\$419,699	Ceo	\$81,429	\$74,536	2024
I-58 Mission Inc	GA	\$419,527	Executive Di	\$47,905	\$50,233	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Memory Cafe Of The Red River Valley	ND	\$437,624	Executive Director	\$72,446	\$80,534	2024
Refuge City	TX	\$416,586	Ceo, Board M	\$113,750	\$115,261	2024
Mission Working Dogs	ME	\$416,336	Treasurer	\$54,000	\$54,774	2024
Snowbasin Adaptive Sports Education	UT	\$415,071	Executive Di	\$77,561	\$80,411	2024
Jubilee Academy Inc	SC	\$414,754	Executive Director	\$56,250	\$61,199	2023
Freedom Dogs	CA	\$414,500	Executive Director	\$133,900	\$114,103	2025
Triniteam Inc	WI	\$442,089	Executive Director	\$127,822	\$135,224	2024
The Guardianship Care Group Inc	FL	\$442,391	Director/employee	\$56,181	\$52,084	2025
New York State Independent Living	NY	\$442,465	Executive Di	\$83,387	\$76,328	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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.

● Sample, role match & sensitivity

PEER COUNT 285 organizations. Compensation range \$615–\$383,874; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$428,180); for reference, expenses \$341,764 and assets \$370,539.

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

RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	75 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	68 th

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 (Caroline Gangii) 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 285 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,204 is reasonable (approximately the 75th 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.