



Nonprofit Survey Series
Community Report #8

BARTHOLOMEW NONPROFITS: SCOPE AND DIMENSIONS

A JOINT PRODUCT OF

THE CENTER ON PHILANTHROPY
AT INDIANA UNIVERSITY

AND

THE SCHOOL OF PUBLIC AND ENVIRONMENTAL AFFAIRS
AT INDIANA UNIVERSITY

NOVEMBER 2006

KIRSTEN A. GRØNBJERG,
KERRY S. BROCK, AND
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Copies of this report are available on the Indiana Nonprofit Sector website (www.indiana.edu/~nonprof).

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INDIANA NONPROFITS: SCOPE & COMMUNITY DIMENSIONS

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AND

**THE JOHNS HOPKINS
NONPROFIT EMPLOYMENT
DATA PROJECT**

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INTRODUCTION:

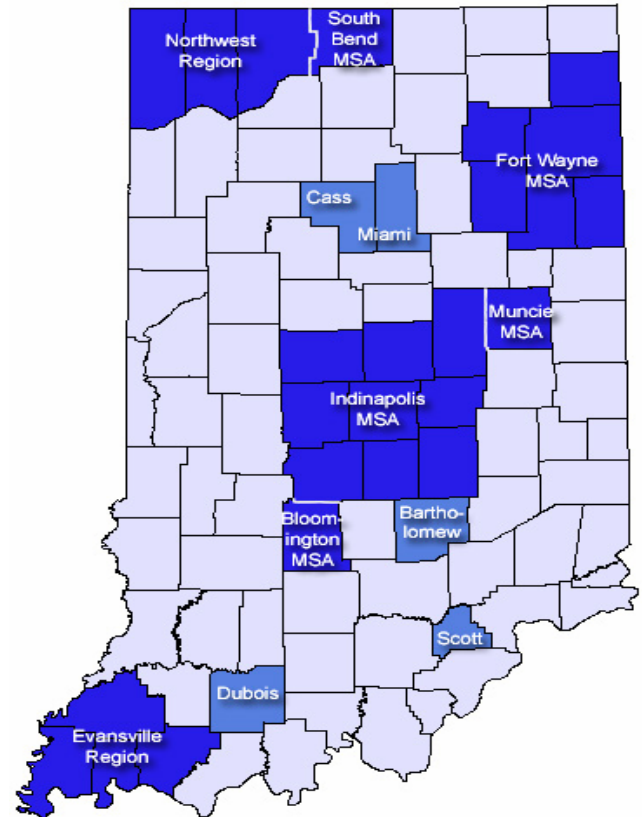
As part of the *Indiana Nonprofits: Scope and Community Dimensions* project, we and a team of colleagues have undertaken a comprehensive study of the nonprofit sector in Indiana. Through a series of reports, we have looked broadly at the distribution of different types of nonprofits across the state, but have also focused more in-depth on the internal structure and operations of individual nonprofit organizations. Drawing on a large survey of 2,206 nonprofits of all types,¹ we have profiled Indiana nonprofits by assessing their basic organizational features and characteristics: revenues, funding sources, employees, volunteers, age, service capacity, and so on. We have also analyzed how they relate to the communities in which they operate and the types of relationships that they have developed with other organizations. In addition, we have presented in-depth analyses of their financial conditions, management challenges and capacities.

In this report, we take a different approach by focusing on a specific geographic region – Bartholomew County – to see how these nonprofits differ from or resemble others in the state. We are able to do so because the statewide survey of Indiana nonprofits, on which our analysis is based, included expanded samples of nonprofits in twelve communities across the state, including 167 in Bartholomew County, shown in Figure 1. Though our overall state survey draws from a very large sample, we must note that these expanded community samples may not be fully representative of the nonprofit sectors in these communities.

In this report, we compare Bartholomew nonprofits to all other nonprofits in the state (labeled in the figures that follow as “Not Bartholomew”). We also compare Bartholomew nonprofits to nonprofits in four other non-metropolitan areas in Indiana: Cass, Dubois, Miami, and Scott Counties. (We refer to these as “Other Rural” nonprofits – light colored regions in Figure 1).² Thus for every figure presented here we have conducted two analyses. One compares Bartholomew nonprofits to all other nonprofits in the state (i.e. Bartholomew vs. Not

Bartholomew); the other compares Bartholomew nonprofits to other non-metro area nonprofits (i.e. Bartholomew vs. Other Rural). To conserve space, we present these in the same figure.

Figure 1: The Indiana Nonprofit Sector Project, selected communities



For each analysis, we have also conducted statistical tests to determine whether differences in responses to survey questions are sufficiently different that we can rule out random chance as the reason for any apparent differences. Interestingly, Bartholomew nonprofits are different from other nonprofits in the state along most of the dimensions we examined, and these differences are even more acute when comparing them to other non-metro nonprofits. It is unclear whether these differences exist because non-metro areas by nature differ markedly from each other, because the five non-metro areas for which the extended survey was completed have outstanding characteristics that make them differ markedly from other non-metro areas in the state, or because Bartholomew County alone exhibits outstanding characteristics that make nonprofits there differ markedly from their non-metropolitan counterparts in other counties. When there are statistically significant differences, we flag this by including a note at the bottom of the figure.

¹ For information on the survey and related results, please see www.indiana.edu/~nonprof

² We refer to the other non-metropolitan areas as “Other Rural” in the graphs to conserve space and increase legibility. Also, please note that the “Not Bartholomew” and “Other Rural” categories are not mutually exclusive since all Other Rural nonprofits are included in the Not Bartholomew category.

In this report, we examine several broad themes: the characteristics of nonprofits in Indiana and Bartholomew, the impact of community and policy changes on them, their relationships with other organizations, and their management of financial and human resources. For each topic we begin with a brief overview of all Indiana nonprofits, regardless of their geographic location in the state. This is followed by an analysis of Bartholomew nonprofits, including how they compare to nonprofits in the rest of the state and those in other non-metropolitan areas.

KEY FINDINGS:

Our report shows that Bartholomew nonprofits are quite different from other nonprofits throughout the state of Indiana and in other non-metropolitan areas in almost every dimension examined. They are similar in only a few respects. Here we will summarize the ways that Bartholomew nonprofits deviate from those located elsewhere in the state (keeping in mind that there are still several dimensions along which they are more similar than dissimilar).

- **Less likely to operate in the field of religion:** While almost one-quarter of nonprofits statewide (24 percent) and in other non-metro areas (22 percent) operate in the field of religion, only 15 percent of Bartholomew nonprofits identify themselves with this field. On the other hand, Bartholomew nonprofits are more likely to work as mutual benefit organizations (19 percent) than their counterparts in the rest of the state (8 percent), including those in other non-metro areas (6 percent).
- **More nonprofits with no employees:** Over half (56 percent) of Bartholomew nonprofits have no employees at all, compared to 49 percent of other non-metro nonprofits. Of those that *do* have employees, however, Bartholomew nonprofits are more likely to have more than 2 employees than their other non-metro counterparts.
- **Younger than their counterparts:** Almost one-third (29 percent) of Bartholomew nonprofits have only been in operation since 1990, compared to 21 percent of others in the state and 18 percent of those in other non-metro areas.
- **More likely to target services toward specific groups:** Bartholomew nonprofits are more likely than other nonprofits in Indiana to target their services by gender (39 percent), religion (34 percent), income (33 percent), race (29 percent), occupation (27 percent), and other specific groups (33 percent).
- **Less likely to report increasing demand for services:** Not quite two-fifths (38 percent) of Bartholomew nonprofits say they have experienced an increase in demand for services over the last three years, compared to half (50 percent) of other non-metropolitan nonprofits.
- **Larger annual revenues:** Bartholomew nonprofits are less likely to report annual revenues less than \$25,000 or no revenues at all (33 percent) than their statewide (43 percent) and other non-metro (46 percent) counterparts.
- **More likely to report declining expenses:** More than one-tenth (12 percent) of Bartholomew nonprofits report that their expenses decreased over the survey period, compared to only 7 percent of nonprofits in other non-metro areas.
- **Greater changes in key revenue sources:** Bartholomew nonprofits (40 percent) are more likely to report increases in revenues from dues/fees than their counterparts statewide (22 percent) and in other non-metro areas (17 percent). They are also more likely to report increases in government funding (24 percent) than nonprofits in other areas (17 percent). On the other hand, funding from special events is less likely to have increased for Bartholomew nonprofits (16 percent vs. 22 percent of other non-metro nonprofits).
- **More financial management tools but fewer financial reserves:** Bartholomew nonprofits are more likely to have recently completed financial audits (74 percent) and computerized financial records (72 percent) than their statewide and non-metro counterparts. On the other hand, they are less likely to have financial reserves set aside for maintenance (33 percent) and capital improvements (27 percent).
- **Less likely to utilize volunteers:** Only 67 percent of Bartholomew nonprofits use volunteers, compared to 74 percent of nonprofits in other non-metro areas. Not surprisingly, Bartholomew nonprofits (14 percent) are also less likely to engage in volunteer recruitment programming than their other non-metro counterparts (24 percent).
- **Fewer human resources challenges:** Bartholomew nonprofits report fewer challenges related to recruiting and retaining volunteers (21 percent), managing human resources (8 percent), and managing board/staff relations (2 percent) than nonprofits elsewhere in the state.

-
- ***More likely to consider advocacy an important organizational component:*** Bartholomew nonprofits (39 percent) are more likely to include advocacy organizations in their most important collaborative relationship than nonprofits in the rest of the state (26 percent). Of those involved in advocacy, Bartholomew nonprofits are also more likely to devote most of their financial resources to advocacy-related activities (20 percent vs. 9 percent in the rest of the state).
 - ***More likely to experience competition in a variety of activities:*** Bartholomew nonprofits are more likely to experience competition in every key organizational activity examined – obtaining funding (39 percent), attracting clients/members (35 percent), recruiting staff/volunteers (32 percent), delivering programs/services (30 percent), and recruiting board members (27 percent). Over half (52 percent) of Bartholomew nonprofits report competition with *any* type of organization, and nonprofits in Bartholomew County (30 percent) are more likely to compete with business entities specifically than their counterparts in the rest of the state.
 - ***Greater changes in key community conditions and therefore varying impacts from these:*** Bartholomew nonprofits are more likely to say they have experienced decreases in household income (35 percent) and employment opportunities (49 percent) than their statewide counterparts. Not surprisingly, they also report more impacts from the changes related to employment opportunities (but not household income). On the other hand, they report fewer changes and fewer impacts from changes in population size (42 percent report changes and 16 percent report impacts), tension between community groups (13 percent report changes and 6 percent report impacts), and crime and violence (12 percent report changes and 4 percent report impacts) than other nonprofits in the state.
 - ***Health and safety regulations growing stricter:*** Bartholomew nonprofits (37 percent), more so than nonprofits in the rest of the state (22 percent), report that health and safety regulations have grown stricter over the survey period. Although Bartholomew nonprofits report changes in other selected policy conditions at a similar rate as their counterparts across the state, nonprofits in Bartholomew County

experience greater impacts from changes in policies related to personnel requirements (23 percent) and client eligibility (18 percent) than other nonprofits statewide.

I. PROFILE

Missions, Size, Age, Targeting, and Demands: In order to understand Bartholomew’s nonprofit sector, we first assess some basic characteristics of nonprofit organizations, such as field of activity³, size, age, targeting patterns, and how demands for goods and services have changed over time.⁴ We present an overview of state patterns before discussing how Bartholomew nonprofits compare to nonprofits in other non-metro areas as well as all other nonprofits in the state.⁵ We find that Bartholomew nonprofits differ notably from other nonprofits throughout Indiana.

- **Indiana Nonprofits:**

- **Fields of Activity:** Indiana nonprofits pursue a broad array of missions, but half focus on just two fields: human services and religious-spiritual development.
- **Employees:** Only 52 percent of Indiana nonprofits have paid staff, and of these 41 percent have two or fewer full-time equivalent (FTE) staff. On average, staff compensation absorbs half of all expenses.
- Health and education nonprofits tend to have a larger number of paid staff members, with 32 percent and 24 percent, respectively, reporting more than 50 FTE staff, while mutual benefit (64 percent), public benefit (56 percent), and arts, culture, and humanities (35 percent) nonprofits tend to have a small number of paid staff members (0.5 to 2 FTEs).
- **Year of Establishment:** Almost one-half (48 percent) of nonprofits were established since 1970, including one-fifth (21 percent) since 1990.

³ For our definitions of nonprofit fields, see Appendix A.

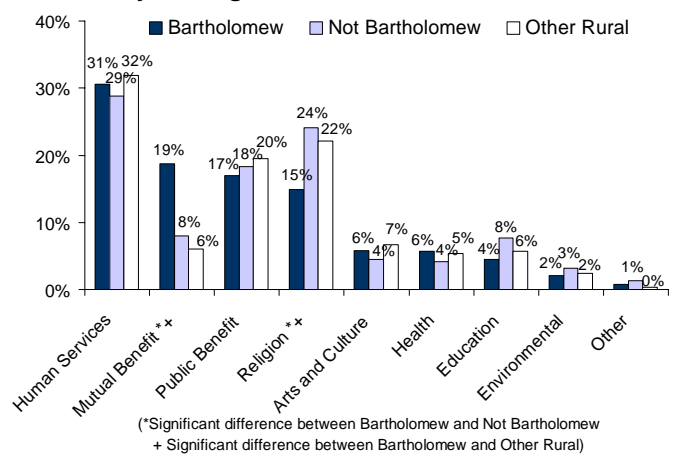
⁴ For a more detailed description see Kirsten A. Grønberg & Linda Allen: *The Indiana Nonprofit Sector: a Profile*. Report #2, January 2004. Bartholomew and other regions were described briefly in the appendices of this report. Available online: www.indiana.edu/~nonprof/results/npsurvey/insprofile.html.

⁵ Please note that “Indiana Nonprofits” refers to all nonprofit organizations captured in the survey; while “Not Bartholomew” (portrayed in the figures) refers to all nonprofits *aside from* Bartholomew nonprofits. Consequently, the data presented for all Indiana nonprofits will not necessarily match the data for any of the regional segments presented under the “Not Bartholomew” heading.

However, one-quarter of all nonprofits are very old and were established before 1930.

- **Targeting:** Many target their services to particular groups, especially based on age and geographic regions.
- **Change in Demand:** Many face increasing demands for services.
- **Bartholomew Nonprofits:**
 - **Fields of Activity:** Almost one-third (31 percent) of Bartholomew nonprofits focus on human services, while almost one-fifth each are mutual benefit (19 percent), public benefit (17 percent), or religious organizations (15 percent). The remaining nonprofits in Bartholomew County (18 percent) operate in arts and culture, health, education, environmental, or other fields. See Figure 2.⁶

Figure 2: Distribution of nonprofits by major field of activity and region



Note: Bartholomew n=167; Not Bartholomew n=2,039; Other Rural n=397

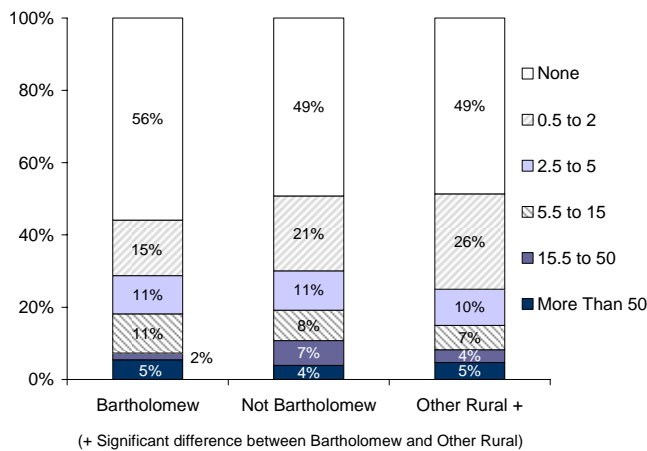
- The distribution of Bartholomew County nonprofits across the various fields of activity differs from the distribution of nonprofits at the state level and in other non-metro areas in two major ways. Bartholomew nonprofits are significantly more likely to be mutual benefit organizations (19 percent) than their statewide (8 percent) and other non-metro counterparts (6

⁶ We refer to the other non-metropolitan areas as “Other Rural” in the graphs to conserve space and increase legibility.

percent). Additionally, Bartholomew nonprofits are significantly *less* likely to be active in the field of religion (15 percent) than nonprofits in the rest of the state (24 percent) or in other non-metro areas (22 percent).

- **Employees:** Bartholomew nonprofits, other non-metro area nonprofits, and nonprofits throughout the state have a median of 0.0 to 0.5 full-time equivalent (FTE) employees. Overall, while Bartholomew nonprofits are on par with their counterparts in the rest of the state in terms of number of employees, they are more likely than those in other non-metropolitan areas to have no employees at all (56 percent vs. 49 percent). However, among those that *do* have employees, Bartholomew nonprofits have slightly more than their non-metro counterparts. See Figure 3.⁷

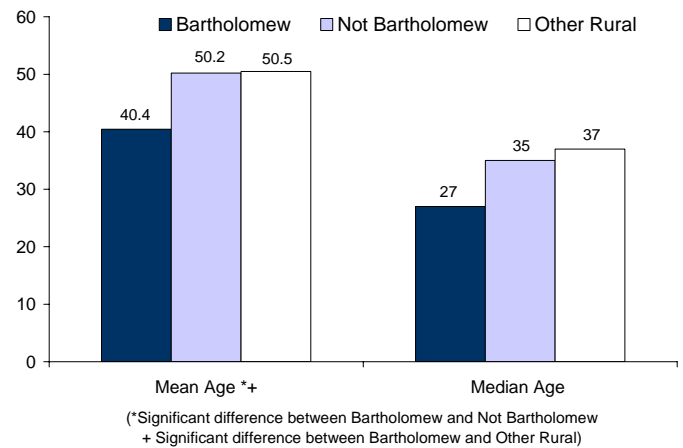
Figure 3: Number of nonprofit FTE staff, by region



Note: Bartholomew n=156; Not Bartholomew n=1,885; Other Rural n=372

- **Year of Establishment:** The mean age of Bartholomew nonprofits is 40.4 years, making them significantly younger than their statewide and other non-metro counterparts (50.2 and 50.5 years respectively). The median age, at 27 years old, is more than 13 years younger, indicating that there are relatively few very old organizations. See Figure 4.⁸

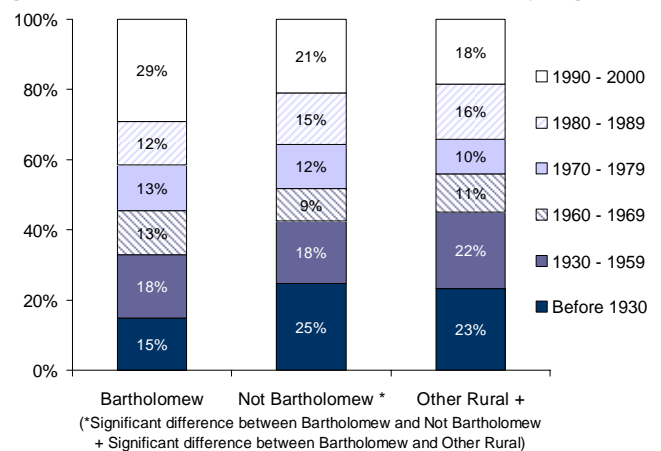
Figure 4: Nonprofit age, by region



Note: Bartholomew n=149; Not Bartholomew n=1,886; Other Rural n=364

- Almost one-third (29 percent) of Bartholomew nonprofits were established between 1990-2000, compared to only 21 percent and 18 percent respectively of other statewide and non-metro area nonprofits. At the same time, only 15 percent of Bartholomew nonprofits were established before 1930, compared to about one-quarter of their non-metro and statewide counterparts (23 percent and 25 percent respectively), again indicating that Bartholomew nonprofits are younger than those elsewhere in the state. See Figure 5.

Figure 5: Year of establishment of nonprofits, by region



Note: Bartholomew n=149; Not Bartholomew n=1,886; Other Rural n=364

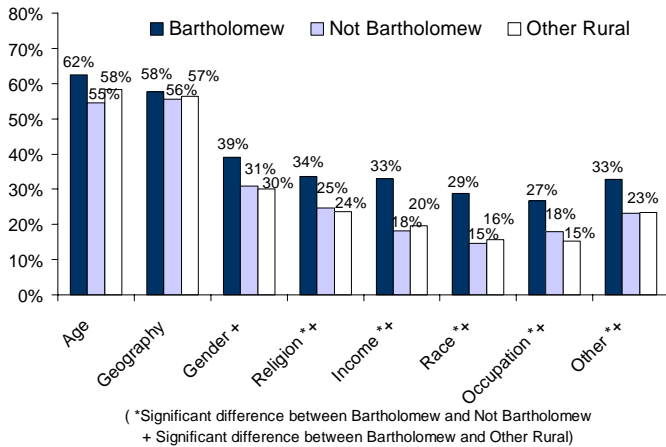
- **Program Targeting:** As with nonprofits across the state and in other non-metro areas, age and geographic location are the most common targets for Bartholomew nonprofits. Almost two-

⁷ The apparent differences between Bartholomew and Not Bartholomew, suggested by Figure 3, are only marginally significant.

⁸ There is no statistical test for the difference between medians, so an apparent difference in the median ages of nonprofits cannot be tested for statistical significance.

thirds (62 percent) of Bartholomew nonprofits target their programs by age, and another 58 percent target based on geographic location. See Figure 6.⁹

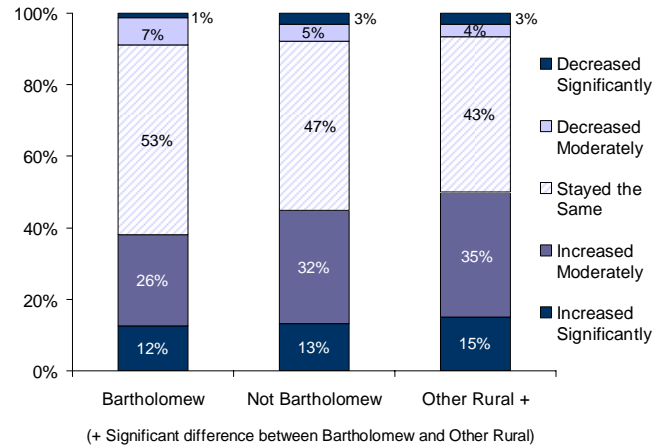
Figure 6: Percent of nonprofits targeting some or all programs to specific groups, by region



Note: Bartholomew n=122-133; Not Bartholomew n=1,466-1,619; Other Rural n=294-319

- However, Bartholomew nonprofits are significantly more likely to say that they target by religion (34 percent), income (33 percent), race (29 percent), occupation (27 percent), and other indicators (33 percent) than their statewide and other non-metropolitan counterparts. They are also more likely than their other non-metro counterparts to say that they target by gender (39 percent).
- **Change in Demand:** Like other nonprofits in Indiana, most Bartholomew nonprofits say demand for their services or programs stayed the same (53 percent). However, when compared with their other non-metro counterparts, Bartholomew nonprofits are significantly less likely to say that demand for their programs or services increased over the last three years (38 percent versus 50 percent). Very few said that demand decreased (8 percent). See Figure 7.

Figure 7: Changes in demand for programs and services over the last three years, by region



Note: Bartholomew n=158; Not Bartholomew n=1,930; Other Rural n=380

⁹ The apparent differences between Bartholomew and Not Bartholomew in the proportion that report targeting by age and gender, suggested by Figure 6, are only marginally significant.

II. MANAGING HUMAN AND FINANCIAL RESOURCES

Financial Conditions: We asked Indiana nonprofits to provide information about their revenues, expenses, assets and liabilities, as well as about how these have changed over the past three years.¹⁰ Overall, the financial condition of Bartholomew nonprofits is notably different from that of other nonprofits throughout the state, particularly those in other non-metropolitan areas.

- **Indiana Nonprofits:**

- **Amount of Revenues:** Most Indiana nonprofits have low revenues (half have less than \$40,000 in annual revenues), but education and health nonprofits are quite large—respectively 15 and 14 percent have revenues of \$10 million or more, compared to 3 percent overall. More health nonprofits (37 percent) have assets in excess of \$1 million than those in other nonprofit fields (20 percent overall).
- **Change in Revenues and Expenses:** Aside from the health field, a greater proportion of nonprofits reports at least a moderate increase in expenses (65 percent) than reports a moderate increase in their revenues (57 percent), indicating that a large number of Indiana nonprofits face a challenge in developing a cushion of financial reserves to meet unforeseen organizational and community needs.
- **Funding Sources:** One-third (32 percent) receive half or more of their funding from donations and gifts, and 28 percent receive at least half of their funding from dues, fees, or private sales of goods and services. Another 14 percent of nonprofits receive at least half of their funding from special events or other sources, while government funding is the dominant source of funding for only 7 percent of nonprofits. The remaining nonprofits rely on a mix of funding sources (12 percent) or they have no revenues (6 percent).

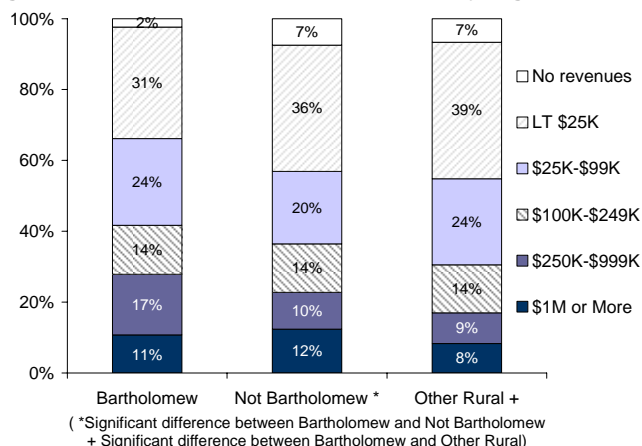
- **Change in Funding Sources:** Larger nonprofits are more likely than smaller ones to report changes in the level of revenues they receive from government sources. Smaller nonprofits are more likely than larger ones to report changes in the level of revenues they receive from donations, dues/fees/sales, special events, and other sources of income.
- Nonprofits that depend upon a single type of revenue are the most likely to report a change in that revenue stream. Nonprofits that rely on a mix of funding are the second most likely group to report changes in each source of revenues, potentially allowing them to off-set decreases in one type of revenue with increases in a different type of revenue.

- **Bartholomew Nonprofits:**

- **Amount of Revenues:** The median annual revenue for Bartholomew nonprofits is \$55,000, which is generally on par with nonprofits throughout the state (\$44,000) and in other non-metro areas (\$30,000). One-third (33 percent) of Bartholomew nonprofits report less than \$25,000 in annual revenues (including 2 percent with no revenues at all), which makes them less likely than their statewide or other non-metro counterparts (43 percent and 46 percent, respectively) to be very small organizations. See Figure 8.
- **Change in Revenues and Expenses:** Reflecting the statewide pattern, the majority of Bartholomew nonprofits indicate that their revenues stayed the same (27 percent) or increased (44 percent) over the last few years, although a substantial minority (29 percent) say that their revenues decreased. See Figure 9.

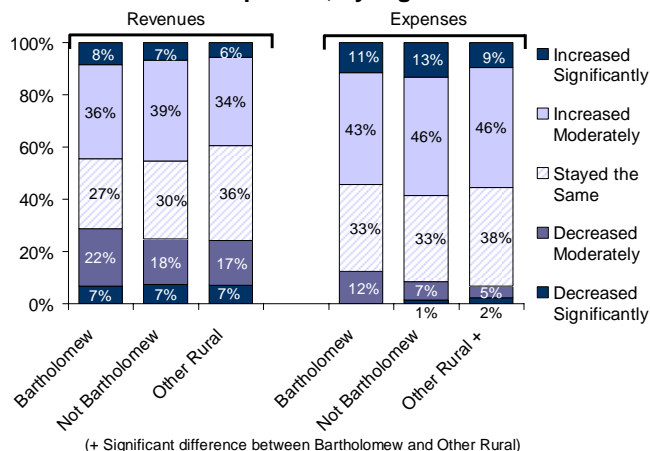
¹⁰ For a more detailed description see Kirsten A. Grønbjerg & Richard M. Clerkin, *Indiana Nonprofits: Managing Financial and Human Resources*, Report #4. August 2004. Available online: www.indiana.edu/~nonprof/results/npsurvey/insman.html.

Figure 8: Annual revenues of nonprofits, by region



Note: Bartholomew n=141; Not Bartholomew n=1,583; Other Rural n=316

Figure 9: Percent of nonprofits reporting changes in revenues and expenses, by region



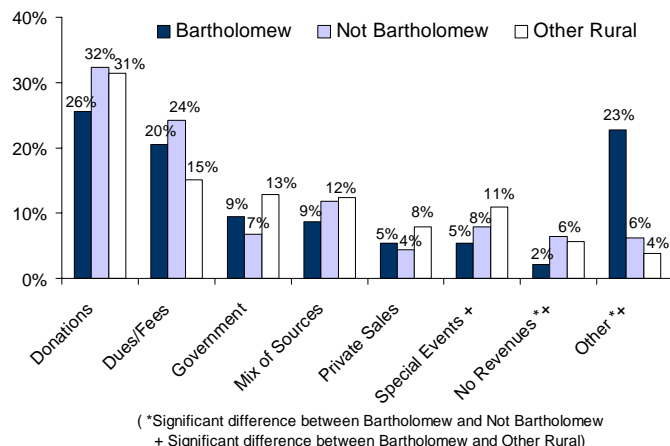
Note: Bartholomew n=123-124; Not Bartholomew n=1,656-1,657; Other Rural n=331-332

- Almost 9 out of 10 Bartholomew nonprofits said that expenses either stayed the same (33 percent) or increased (54 percent). Bartholomew nonprofits (12 percent) are slightly more likely than their other non-metro counterparts (7 percent) to say that expenses decreased, although like other nonprofits elsewhere in the state, most nonprofits in Bartholomew County indicate that expenses are increasing faster than revenues.

- **Funding Sources:** Paralleling statewide and non-metro area patterns, Bartholomew nonprofits are most likely to rely extensively on donations (26 percent) or dues/fees (20 percent). Approximately 1 in 10 relies on government funding or a

mix of funding sources (9 percent each), and 5 percent rely on private sales. See Figure 10.¹¹

Figure 10: Percent of nonprofits that receive more than one-half of their annual revenues from selected source, by region



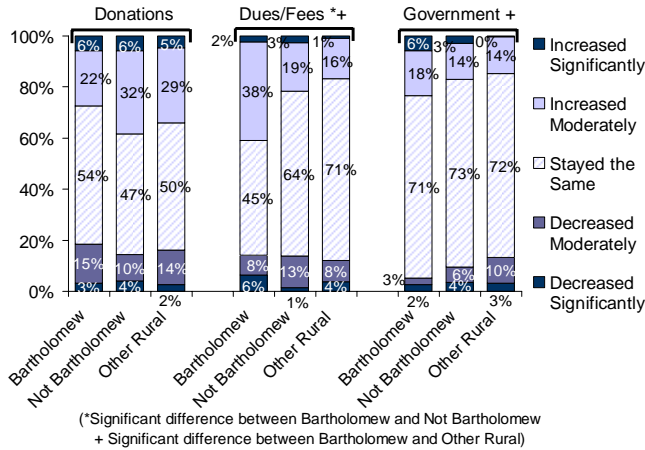
Note: Bartholomew n=154; Not Bartholomew n=1,844; Other Rural n=368

- However, the overall funding profile for Bartholomew nonprofits is quite different from that of nonprofits elsewhere. Bartholomew nonprofits are less likely (5 percent) than their other non-metro counterparts (11 percent) to indicate that they rely on special events for more than one-half their revenue. They are less likely than nonprofits outside of the county to indicate that they have no revenue at all (2 percent vs. 6 percent both in the rest of the state and in other non-metro areas). Surprisingly, they are significantly more likely to indicate that more than one-half their annual revenue comes from some other funding source (23 percent vs. 6 percent statewide and 4 percent in other non-metro areas).
- **Change in Funding Sources:** Changes in revenues from different sources for Bartholomew nonprofits are somewhat different from changes at the state level and in other non-metro areas. While revenues from donations stayed the same for 54 percent and increased for 28 percent of Bartholomew nonprofits, in patterns similar to their counterparts elsewhere, revenues from dues/fees increased at a significantly greater rate

¹¹ The apparent differences in reliance on donations between Bartholomew and Not Bartholomew, suggested by Figure 10, are only marginally significant. The same is true for the apparent differences in reliance on dues/fees between Bartholomew and Other Rural.

for Bartholomew nonprofits (40 percent) than for nonprofits elsewhere in the state. Additionally, revenues from government funding sources increased at a greater rate for Bartholomew nonprofits (24 percent) than for their non-metro counterparts. See Figure 11.

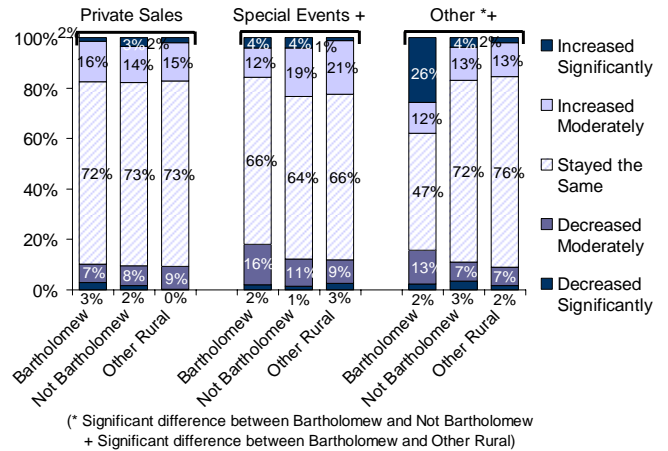
Figure 11: Percent reporting changes in revenues from government funding, donations and dues or fees by region



Note: Bartholomew n=81-112; Not Bartholomew n=903-1,363; Other Rural n=199-283

- Meanwhile, Bartholomew nonprofits report a greater incidence of declining revenues from special events (18 percent) than their non-metro counterparts, while revenues from other funding sources were much more likely to increase for Bartholomew nonprofits (38 percent) than for nonprofits in the rest of the state. The majority of nonprofits in Bartholomew County report that revenues from private sales stayed the same (72 percent), in patterns similar to their counterparts in the rest of the state. See Figure 12.

Figure 12: Percent reporting changes in revenues from special events, private sales, or other sources of funding, by region



Note: Bartholomew n=76-93; Not Bartholomew n=876-1,091; Other Rural n=179-237

Financial Challenges and Tools: We asked Indiana nonprofits to report on the level of challenges they face in managing finances and the management tools they have to address these challenges. We find that Bartholomew nonprofits face relatively similar challenges to other Indiana nonprofits, but utilize tools for addressing these challenges at notably different rates from their statewide counterparts.

• **Indiana Nonprofits:**

- **Challenges in Financial Management:** Many Indiana nonprofits face major challenges in obtaining funding. Those in the health (78 percent) and the environment and animals (72 percent) fields are the most likely to say that obtaining funding is a major challenge.
- **Financial Management Tools:** Larger nonprofits are more likely than smaller ones to report facing financial management challenges. However, they are also more likely to have organizational tools to address these challenges.
- Nonprofits that rely on government sources for more than half of their revenues are more likely to report financial management challenges than nonprofits with other resource dependencies (83 percent of government-dependent nonprofits say obtaining funding is a major challenge vs. 43 percent of nonprofits overall; 20 percent say managing finances is a major challenge vs. 10

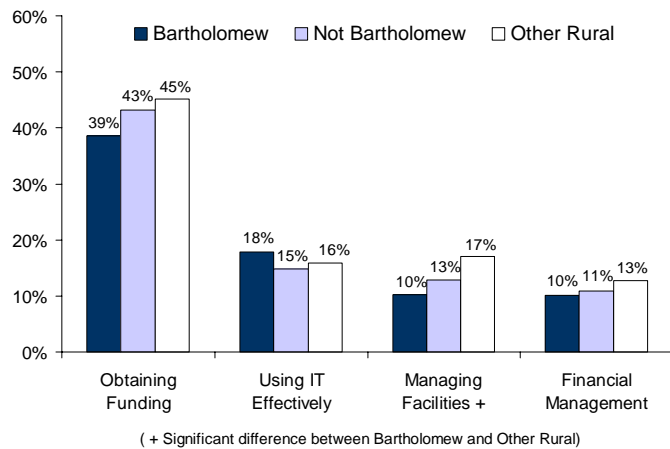
percent overall). At the same time, those that rely on dues/fees/sales for more than half of their resources appear to face the lowest level of financial management challenges, but they are also the least likely to report having financial management tools.

- Older nonprofits are more likely to have reserves dedicated to maintenance or capital needs than younger nonprofits.

• **Bartholomew Nonprofits:**

- **Challenges in Financial Management:** Similar to reports from nonprofits throughout the rest of the state, about two-fifths (39 percent) of Bartholomew nonprofits say that obtaining funding is a major challenge, and relatively few indicate that using information technology (18 percent) and financial management (10 percent) are challenges. Notably, fewer nonprofits in Bartholomew County report challenges related to managing facilities than in other non-metropolitan areas of the state (10 percent vs. 17 percent). See Figure 13.

Figure 13: Percent of nonprofits that indicate select issues are a major challenge, by region

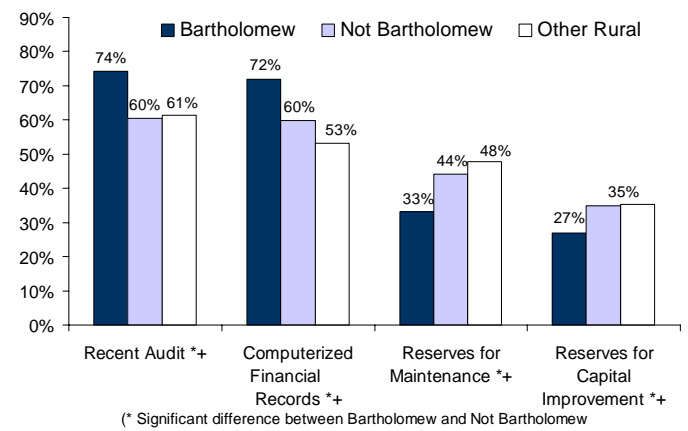


Note: Bartholomew n=145-147; Not Bartholomew n=1,798-1,806; Other Rural n=352-357

- **Financial Management Tools:** While challenges related to financial management are reported fairly similarly by Bartholomew nonprofits as by nonprofits throughout the rest of the state, the availability of tools for addressing these challenges varies considerably between Bartholomew

new nonprofits and their counterparts elsewhere. Almost three-quarters of Bartholomew nonprofits have recently completed financial audits (74 percent) and computerized financial records (72 percent), rates that are significantly greater than those in other areas of the state. However, notably fewer nonprofits in Bartholomew County than elsewhere in the state report that they have financial reserves set aside for maintenance (33 percent) and capital improvements (27 percent). See Figure 14.

Figure 14: Percent of nonprofits that have select organizational components, by region



Note: Bartholomew n=152-156; Not Bartholomew n=1,846-1,869; Other Rural n=363-367

Staff, Volunteer, and Board Resources, Challenges and Tools:

We asked Indiana nonprofits about how many volunteers and paid staff they have, as well as about the challenges they face in managing them and the tools they have to address these challenges. We find that Bartholomew nonprofits differ notably from other Indiana nonprofits in metropolitan and non-metropolitan areas in this respect.

• **Indiana Nonprofits:**

- **Paid and Volunteer Staff:** Just over half (52 percent) of Indiana nonprofits report that they have paid staff. However, volunteers are vital to Indiana nonprofits. Almost three-fourths report using volunteers (other than board members) over the past year. Of these, 74 percent report that volunteers are essential or very important to their organization. Volunteers tend to be more

important to older nonprofits than to younger ones.

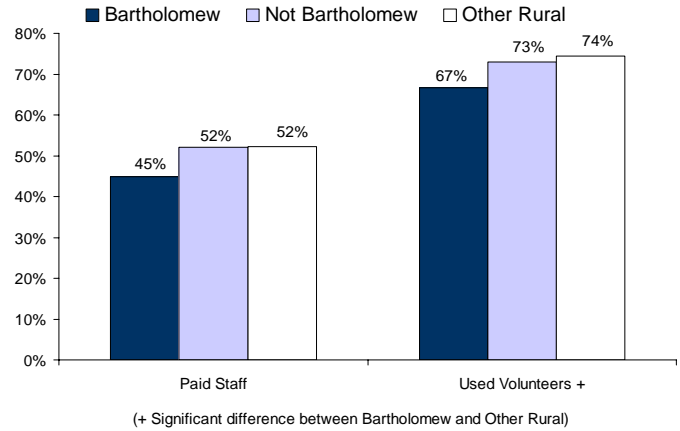
- **Challenges:** We find no statistically significant difference by nonprofit field in the challenges related to managing human resources and recruiting/retaining qualified staff.
- **Tools:** We also did not find statistically significant differences by nonprofit field in the challenges related to the tools associated with managing paid employees (written personnel policies or written job descriptions).
- Nonprofits that rely on government sources for more than half of their revenues have more employees (25 percent have over 50 FTEs), are more likely to have basic organizational structures in place to manage employees, and are also more likely to face challenges in managing employees than those with other funding profiles.
- Larger nonprofits, most likely because they tend to have more employees, are more likely than smaller ones to face challenges in managing their staff, but are also more likely to have the tools they need to manage their staff effectively.
- Health nonprofits are more likely than any other group to report having a written conflict of interest policy (70 percent vs. 30 percent on average), most likely reflecting special pressures associated with funding, accreditation, or professional licensing requirements.
- Few nonprofits have volunteer recruitment (18 percent) or volunteer training (21 percent) programs.

• **Bartholomew Nonprofits:**

- **Paid and Volunteer Staff:** Nearly one-half (45 percent) of Bartholomew nonprofits have paid staff, a rate that is on par with the rest of the state. However, significantly fewer nonprofits in Bartholomew County utilize volunteers other than board members (67 percent) than do non-

profits in other non-metro areas of the state (74 percent). See Figure 15.¹²

Figure 15: Percent of nonprofits utilizing paid staff and volunteers, by region



Note: Bartholomew n=157-158; Not Bartholomew n=1,906-1,931; Other Rural n=373-378

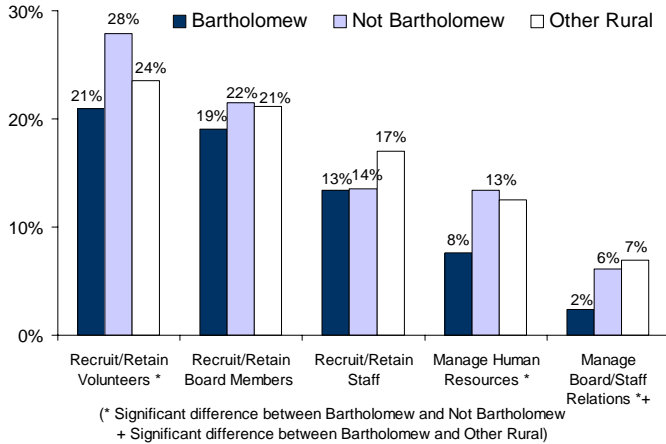
- **Challenges:** Bartholomew nonprofits are no more or less likely than other nonprofits in the state to indicate that recruiting and retaining board members and staff is a major challenge. However, Bartholomew nonprofits report fewer challenges related to recruiting and retaining volunteers (21 percent) and managing human resources (8 percent) than their counterparts in the rest of the state. They also report fewer challenges related to managing relationships between board and staff members (2 percent) than their counterparts statewide. See Figure 16.¹³
- **Tools:** Similar to other Indiana nonprofits, most Bartholomew nonprofits have written governance policies (91 percent), two-fifths or more have written personnel policies (40 percent), and one-quarter or more (25 percent) have conflict of interest policies. Fewer nonprofits in Bartholomew County have written job descriptions (49

¹² The apparent differences in nonprofits reporting paid staff between Bartholomew and Not Bartholomew / Other Rural, suggested by Figure 15, are only marginally significant. Likewise, the apparent difference between Bartholomew and Not Bartholomew in the use of volunteers is also only marginally significant.

¹³ The apparent differences between Bartholomew and Other Rural in the category of managing human resources, suggested by Figure 16, are only marginally significant.

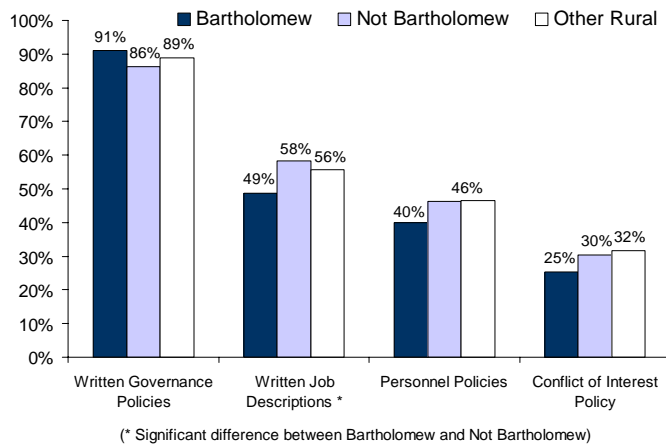
percent) than nonprofits in the rest of the state (58 percent). See Figure 17.¹⁴

Figure 16: Percent of nonprofits that indicate selected issues are a major challenge, by region



Note: Bartholomew n=143-167; Not Bartholomew n=1,786-2,039; Other Rural n=346-397

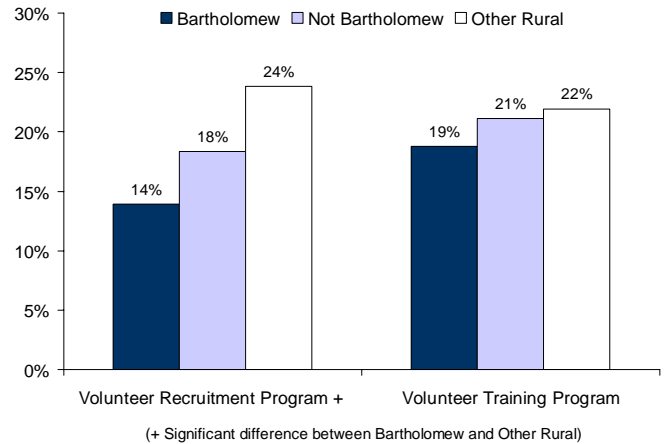
Figure 17: Percent of nonprofits that have selected organizational components, by region



Note: Bartholomew n=148-157; Not Bartholomew n=1,835-1,874; Other Rural n=362-368

- Fewer Bartholomew nonprofits have a formal volunteer recruitment program (14 percent) than nonprofits in other non-metro areas (24 percent). However, the number of Bartholomew nonprofits with formal volunteer training programs (19 percent) is on par with those throughout the rest of the state. See Figure 18.

Figure 18: Percent of nonprofits with selected organizational components, by region



Note: Bartholomew n=154; Not Bartholomew n=1,845-1,857; Other Rural n=361

Other Management Challenges and Capacities:

We asked Indiana nonprofits about other challenges they face and the organizational tools they have to address various challenges. Unlike other dimensions examined, Bartholomew nonprofits are nearly identical to other Indiana nonprofits in this respect.

• Indiana Nonprofits:

- **Challenges:** We asked Indiana nonprofits whether certain aspects of delivering and managing programs are a challenge. According to their responses, we find that attracting clients and members is perhaps most challenging. It is a major challenge for approximately one-half of Indiana nonprofits. This is especially the case for nonprofits in the environment and religion fields.
- Approximately one-third of Indiana nonprofits report that meeting the needs of members and clients is a major challenge, though religion nonprofits are disproportionately more likely to cite this challenge. Another one-third find that delivering high quality programs is a major challenge, with nonprofits in the religion and human services fields more likely to say so.
- Health nonprofits are particularly likely to face major challenges in enhancing the visibility or reputation of their organization. Over half (53 percent) report such challenges, compared to 31 percent of Indiana nonprofits overall.

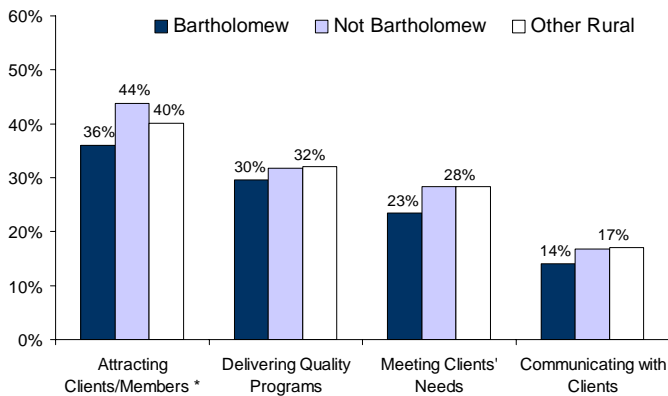
¹⁴ The apparent differences in the number of Bartholomew and Not Bartholomew nonprofits with written governance policies, and in the number of Bartholomew and Other Rural nonprofits with written job descriptions, suggested by Figure 17, are only marginally significant.

- Strategic planning is most widely reported as a major challenge by religion nonprofits.
- Arts, culture and humanities nonprofits (36 percent) are more likely than human services nonprofits (17 percent) to say they face a major challenge in evaluating their outcomes or impacts.
- Only 9 percent of Indiana nonprofits report major challenges in maintaining good relations with other entities.
- **IT Tools:** A majority of Indiana nonprofits have computers (65 percent) and internet access (54 percent) available for key staff and volunteers. Some 47 percent of organizations have their own e-mail address and 34 percent have their own website.

• **Bartholomew Nonprofits:**

- **Challenges:** Attracting clients/member is the most common challenge reported by Bartholomew nonprofits (36 percent), although this activity appears to be less of a challenge for nonprofits in Bartholomew County than for those in the rest of the state (44 percent). See Figure 19.

Figure 19: Percent of nonprofits that indicate selected issues are a major challenge, by region



(* Significant difference between Bartholomew and Not Bartholomew)

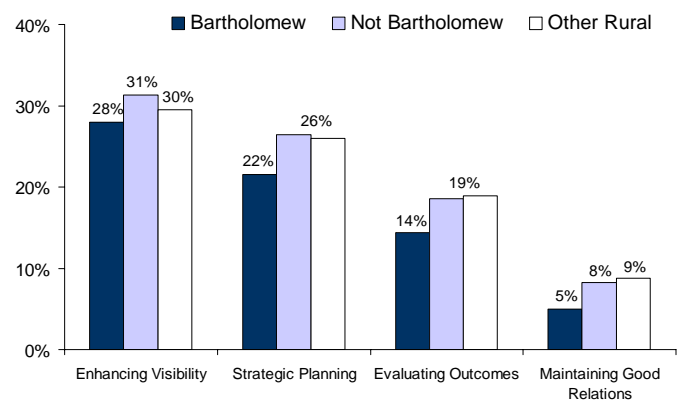
Note: Bartholomew n=145-167; Not Bartholomew n=1,818-2,039; Other Rural n=355-397

- In patterns that are on par with those throughout the state, nearly one-third of Bartholomew nonprofits report that delivering quality programs

and services is a major challenge (30 percent), about one-quarter report that meeting clients' needs is challenging (23 percent), and 14 percent say that communicating with clients is a challenge.

- Enhancing visibility and reputation is a major challenge for nearly 3 in 10 Bartholomew nonprofits (28 percent); strategic planning for nearly 1 in 4 (22 percent); evaluating programs for 14 percent; and maintaining good relations for only 5 percent. These percentages reflect those found in other non-metro areas and across the state. See Figure 20.¹⁵

Figure 20: Percent of nonprofits that indicate selected issues are a major challenge, by region



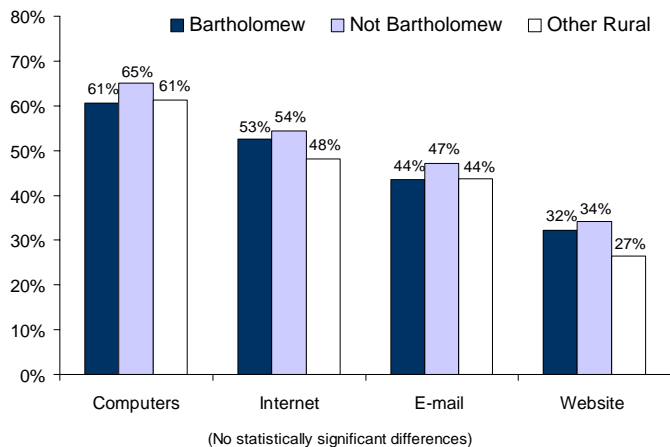
(No statistically significant differences)

Note: Bartholomew n=167; Not Bartholomew n=2,039; Other Rural n=397

- **Tools:** Information and communication technology, among other things, helps nonprofits organize records and files, develop and maintain relationships with other organizations, keep up to date with funding opportunities and deadlines, and retrieve important information and data from the Internet. While three-fifths (61 percent) of Bartholomew nonprofits have computers, only one-half (53 percent) are connected to the Internet. Even smaller percentages have an organizational e-mail address (44 percent) or website (32 percent). These patterns are similar to nonprofits elsewhere in the state. See Figure 21.

¹⁵ The apparent differences between Bartholomew and Not Bartholomew / Other Rural in the number of nonprofits that indicate that maintaining good relations with other organizations is a major challenge, suggested by Figure 20, are only marginally significant.

Figure 21: Percent of nonprofits that have selected organizational components, by region



Note: Bartholomew n=153-157; Not Bartholomew n=1,840-1,876; Other Rural n=357-370

III. AFFILIATIONS, COLLABORATIONS, AND COMPETITION

Formal Affiliations: We asked Indiana nonprofits whether they are affiliated with another organization as a headquarters, local subsidiary, or in another way.¹⁶ Bartholomew nonprofits are nearly identical to other nonprofits statewide and in other non-metropolitan areas in this respect as well.

- **Indiana Nonprofits:**

- **Affiliations:** More than half of Indiana nonprofits are affiliated with another organization in some way. This is especially the case for nonprofits in the public and societal benefit (e.g., advocacy, community development, philanthropy) and religion fields, older nonprofits, and medium-sized and large organizations. Apart from religious bodies, with whom most religion nonprofits are affiliated, Indiana nonprofits in every field are most likely to be affiliated with various mutual benefit or membership associations (e.g., fraternal organizations, professional or trade associations and the like).
- **Support from Federated Funders:** Some 14 percent of Indiana nonprofits received funds from federated funders during the most recently completed fiscal year. This is disproportionately so for nonprofits in the health and human services fields.

- **Bartholomew Nonprofits:**

- **Affiliations:** Just over three-fifths (62 percent) of Bartholomew nonprofits are formally affiliated with another organization. This mirrors the statewide and non-metro area pattern. See Figure 22.¹⁷
- **Support from Federated Funders:** Some 10 percent of Bartholomew nonprofits indicate that

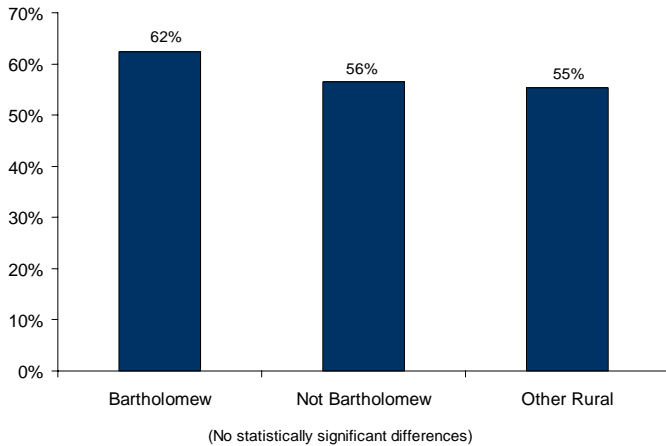
¹⁶ For a more detailed description of all Indiana nonprofits see Kirsten A. Grønberg & Curtis Child, *Indiana Nonprofits: Affiliations, Collaborations, and Competition*. Report #5. November 2004. Available online:

www.indiana.edu/~nonprof/results/npsurvey/insaffil.html.

¹⁷ The apparent differences between Bartholomew and Other Rural, suggested by Figure 22, are only marginally significant.

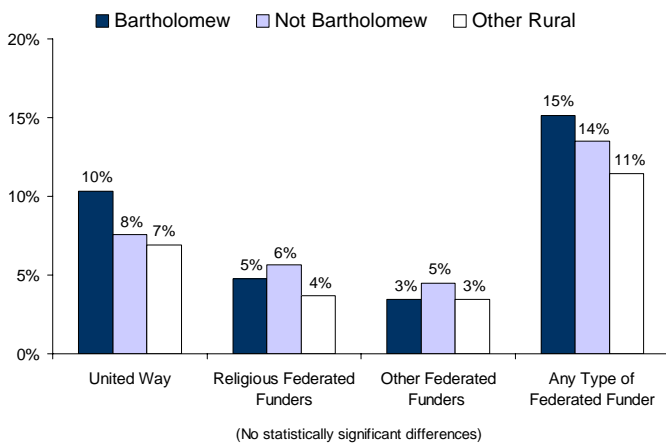
they received funding from the United Way during the past fiscal year. Only 5 percent received support from religious federated funders, and just 3 percent received revenue from other federated funders. In all, 15 percent of Bartholomew nonprofits received financial support from any one of these types of federated funders. This pattern is similar to other nonprofits throughout Indiana. See Figure 23.

Figure 22: Percent of nonprofits formally affiliated with another organization, by region



Note: Bartholomew n=159; Not Bartholomew n=1,922; Other Rural n=364

Figure 23: Percent of nonprofits that receive grants or support from federated funders, by region



Note: Bartholomew n=149-150; Not Bartholomew n=1,766-1,778; Other Rural n=358-360

Networks and Collaborations: We asked Indiana nonprofits whether they participate in formal collaborations or informal networks with other entities. Bartholo-

mew nonprofits are nearly identical to other Indiana nonprofits in this respect.

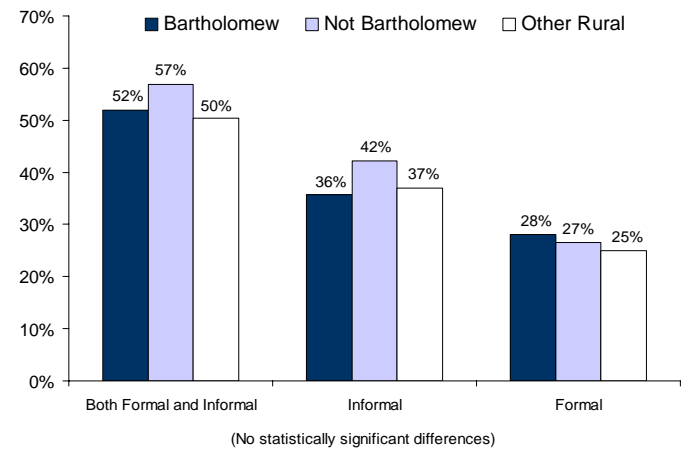
• **Indiana Nonprofits:**

- More than half (57 percent) of Indiana nonprofits are involved in collaborations or networks. Informal networks are more common than formal collaborations.
- Overall, participation in collaborations or networks relates most significantly to the nonprofits' size and their access to technology—larger nonprofits and those with basic information technology components are most likely to indicate that they participate in such relationships.

• **Bartholomew Nonprofits:**

- Just over one-third (36 percent) of Bartholomew nonprofits participate in informal networks, while over one-quarter (28 percent) are involved in formal collaborations. With regards to the rate at which they participate in informal and/or formal relationships, nonprofits in Bartholomew County (52 percent) are on par with other nonprofits statewide (57 percent) and in other non-metro areas (50 percent). See Figure 24.

Figure 24: Percent of nonprofits involved in informal or formal relationships, by region



Note: Bartholomew n=151-156; Not Bartholomew n=1,874-1,913; Other Rural n=363-373

Most Important Relationship: We asked nonprofits that participate in networks or collaborations to focus on the one most important to them and to tell us how many

and what types of organizations are part of the relationship. We find that Bartholomew nonprofits are quite similar to nonprofits elsewhere in the state in this respect, but that their networks tend to be slightly less heterogeneous.

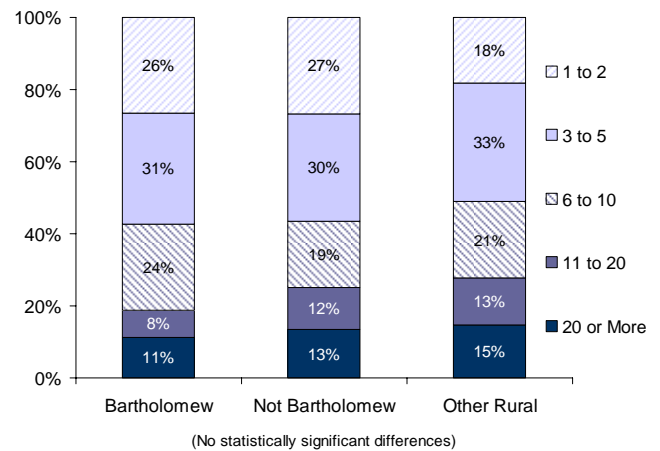
- **Indiana Nonprofits:**

- **Size of Networks:** The median number of organizations in Indiana nonprofits’ most important network or collaboration is 5, although the number is disproportionately higher for health nonprofits and for religion nonprofits that provide human services.
- Nonprofits that are small in size and lack technology are disproportionately likely to participate in small networks and collaborations.
- **Types of Organizations in Networks:** About half of the relationships are homogeneous in scope, involving only one or two different types of organizations. The variety of organizations involved is positively related to how many organizations are involved in the relationship.
- Generally, Indiana nonprofits are most likely to say that secular service organizations (42 percent) and religious bodies (41 percent) are involved in these relationships, although this varies according to the field of service in which they are active. Many nonprofits are also involved with government agencies (33 percent) or for-profit organizations (23 percent).

- **Bartholomew Nonprofits:**

- **Size of Networks:** For Bartholomew nonprofits that participate in networks and collaborations, the median number of organizations in these relationships is 5. The same is true for nonprofits in other non-metro areas and for nonprofits across the state.
- Bartholomew nonprofits are similar to those in the rest of the state in that the majority (57 percent) of nonprofits that participate in relationships say that there are 5 or fewer members in their most important collaboration or network. See Figure 25.

Figure 25: Number of organizations involved in most important relationship, by region



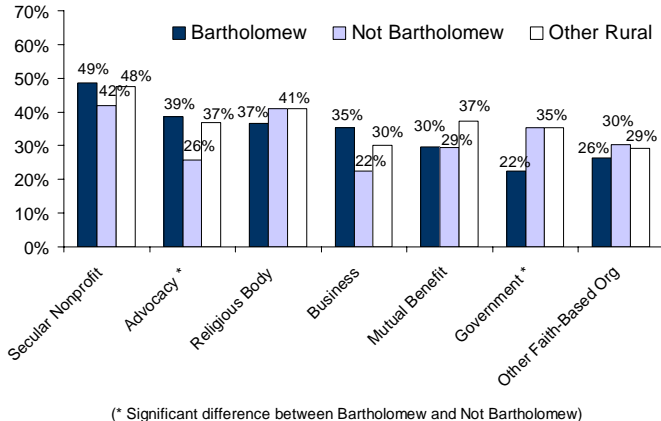
Note: Bartholomew n=63; Not Bartholomew n=836; Other Rural n=136

- **Types of Organizations in Networks:** We asked nonprofits to identify the types of organizations with which they collaborate in their most important relationship. For the most part, nonprofits in Bartholomew County collaborate with other types of organizations to the same extent as do nonprofits outside of Bartholomew County, differing only in two respects. First, Bartholomew nonprofits are more likely to name advocacy organizations as their most important relationship (39 percent) than nonprofits in the rest of the state (26 percent). Also, Bartholomew nonprofits (22 percent) are less likely than their statewide counterparts (35 percent) to identify government entities as their most important relationship. See Figure 26.¹⁸
- While Bartholomew nonprofits are involved in collaborations that are similar in size to the networks of nonprofits in other areas of the state, the networks in which Bartholomew nonprofits participate tend to be slightly less heterogeneous than those of their other non-metropolitan counterparts. Only one-quarter (25 percent) of Bartholomew nonprofits identify four or more types of organizations in their most important network, while nearly one-third (31 percent) of

¹⁸ The apparent differences between Bartholomew and Not Bartholomew in the number of nonprofits that name business entities as their most important relationship, suggested by Figure 26, are only marginally significant.

other non-metro nonprofits say the same. See Figure 27.¹⁹

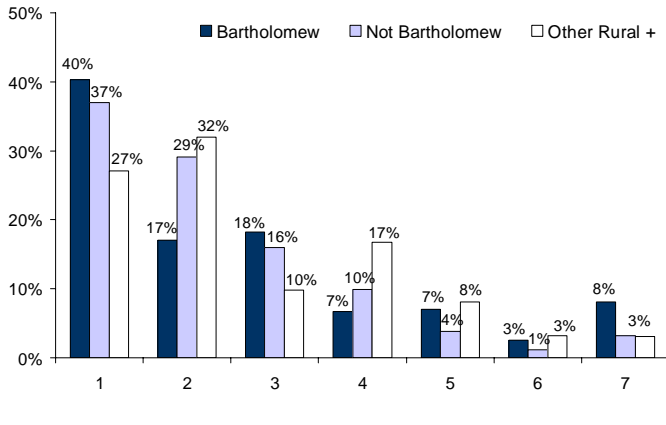
Figure 26: Types of organizations identified in most important relationship, by region



(* Significant difference between Bartholomew and Not Bartholomew)

Note: Bartholomew n=74-78; Not Bartholomew n=1,021-1,041; Other Rural n=169-171

Figure 27: Number of types of organizations in most important relationship, by region



(+ Significant difference between Bartholomew and Other Rural)

Note: Bartholomew n=65; Not Bartholomew n=961; Other Rural n=162

Effects of Networks and Collaborations: We asked Indiana nonprofits to indicate whether their involvement in networks and collaborations makes it easier, harder, or has no impact on maintaining key organizational capacities. Bartholomew nonprofits respond in a pattern that is quite similar to nonprofits statewide and in other non-metro areas, differing only in that they are slightly more likely to gain organizational benefits from these relationships.

¹⁹ The apparent differences between Bartholomew and Not Bartholomew, suggested by Figure 27, are not statistically significant.

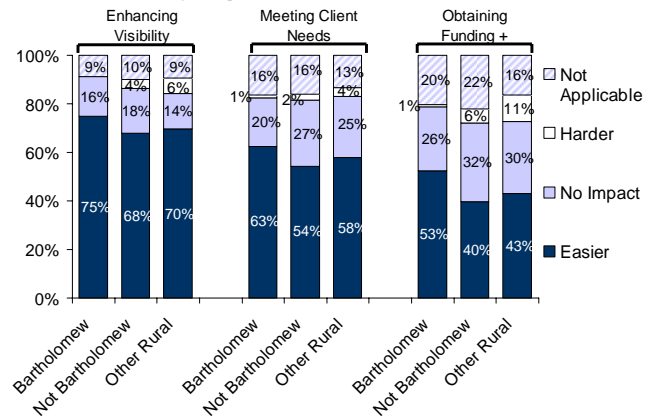
• **Indiana Nonprofits:**

- Respondents are most likely to say that participation in networks or collaborations makes it easier for them to enhance their visibility or reputation, meet client or member needs, and obtain funding.
- Arts, culture and humanities nonprofits stand out as most likely to indicate that they benefit from involvement in networks and collaborations.

• **Bartholomew Nonprofits:**

- Three-quarters of Bartholomew nonprofits (75 percent) indicate that participating in networks and collaborations helps enhance their visibility or reputation. A majority (63 percent) also say that their relationships make it easier to meet client or member needs. Inter-organizational relationships make obtaining funding easier for over one-half (53 percent) of the nonprofits in Bartholomew County, indicating that Bartholomew nonprofits receive more benefits related to securing sources of funding from these relationships than their counterparts in other non-metropolitan areas of the state. See Figure 28.²⁰

Figure 28: Effect of participation in networks or collaborations on maintaining key organizational capacities, by region



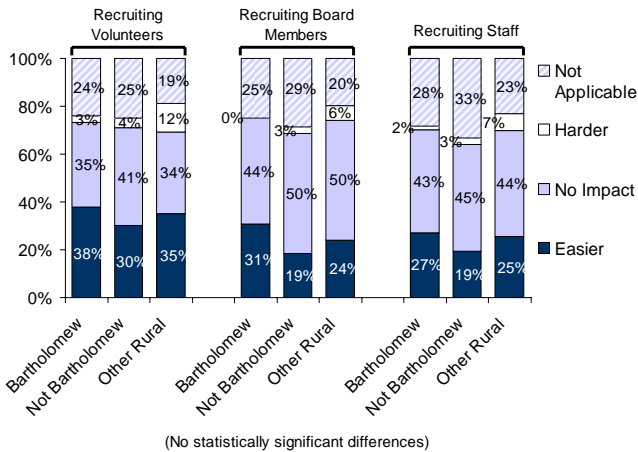
(+ Significant difference between Bartholomew and Other Rural)

Note: Bartholomew n=69-72; Not Bartholomew n=965-970; Other Rural n=154-158

²⁰ The apparent differences between Bartholomew and Not Bartholomew in the effect from participating in networks and collaborations on obtaining funding, suggested by Figure 28, are only marginally significant.

- Bartholomew nonprofits, like other nonprofits throughout the state, are relatively unlikely to say that their participation in networks and collaborations makes it easier for them to address some of the challenges of human resources management, such as recruiting and retaining volunteers (38 percent), board members (31 percent) and staff (27 percent). See Figure 29.²¹

Figure 29: Effects of participation in networks or collaborations on maintaining key organizational capacities, by region



Note: Bartholomew n=69-71; Not Bartholomew n=957-966; Other Rural n=155-156

Competition: We asked Indiana nonprofits to identify the arenas in which they compete with other organizations, as well as the different types of organizations with which they do so. We find that Bartholomew nonprofits face greater competition and compete more extensively with some types of organizations than nonprofits statewide and in other non-metro areas.

• **Indiana Nonprofits:**

- **Extent of Competition:** Two-fifths of Indiana nonprofits compete with other organizations (both in and outside of the nonprofit sector) for a variety of resources.
- **Types of Competitors:** They compete most extensively with secular nonprofits (29 percent), followed by religious nonprofits (22 percent),

²¹ The apparent differences between Bartholomew and Other Rural in the effects of participating in collaborations on recruiting board members, suggested by Figure 29, are only marginally significant.

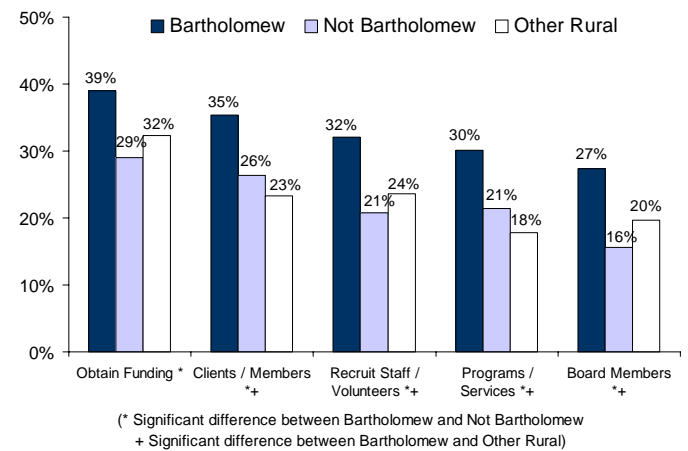
businesses (13 percent), and governments (10 percent).

- Generally, the prevalence of competition with other organizations increases with size and access to technology. Nonprofits that participate in formal or informal relationships are also more likely to compete than those that do not.

• **Bartholomew Nonprofits:**

- **Extent of Competition:** Although Bartholomew nonprofits find that obtaining funding is easier as a result of their collaborative relationships, they are more likely than are nonprofits in the rest of the state to say that they face competition with other nonprofits over securing this funding (39 percent vs. 29 percent). Bartholomew nonprofits are also more likely to say that they face competition in other key activities than are their counterparts elsewhere. More than one-third (35 percent) of Bartholomew nonprofits face competition in attracting clients and members, and almost one-third compete for staff and volunteers (32 percent), in delivering programs and services (30 percent), and in recruiting board members (27 percent). See Figure 30.²²

Figure 30: Percent of nonprofits reporting competition with other organizations, by arena and region

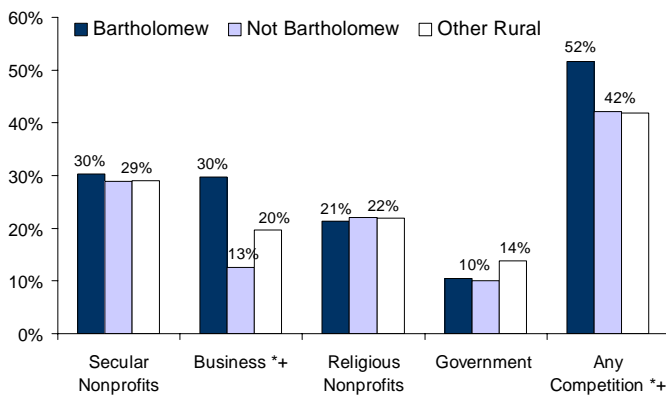


Note: Bartholomew n=167; Not Bartholomew n=2,039; Other Rural n=397

²² The apparent differences between Bartholomew and Other Rural in the number of nonprofits reporting competition for funding, suggested by Figure 30, are only marginally significant.

- **Types of Competitors:** Reflecting the greater competition described above, Bartholomew nonprofits are also more likely to say that they compete with *some* other organization (52 percent) than both their statewide and non-metro counterparts (42 percent each). Specifically, Bartholomew nonprofits are significantly more likely to say that they face competition with business entities (30 percent) than other statewide (13 percent) and non-metro nonprofits (20 percent). See Figure 31.

Figure 31: Percent of nonprofits reporting competition, by type of competitor and region



(* Significant difference between Bartholomew and Not Bartholomew
+ Significant difference between Bartholomew and Other Rural)

Note: Bartholomew n=167; Not Bartholomew n=2,039; Other Rural n=397

IV. COMMUNITY AND POLICY CONDITIONS

Community Conditions and Impacts: We asked Indiana nonprofits for their perceptions of changes in seven community conditions and whether the changes have an impact on them.²³ In this respect as well, Bartholomew nonprofits appear to be rather unusual. We find that Bartholomew nonprofits report conditions and impacts somewhat differently from other nonprofits statewide.

- **Indiana Nonprofits:**

- **Changes in Community Conditions:** The majority of Indiana nonprofits report that one or more of the seven community conditions changed in their communities during the last three years, and half report that multiple conditions changed. Overall, perceptions of changes in community conditions depend significantly on where the nonprofits are located and, in some cases, their size or target group. Perceptions do not vary according to age, field of activity, or primary source of funding.
- Just over half (51 percent) of Indiana nonprofits report that employment and business opportunities changed in their communities, with the majority of these (33 percent overall) saying they decreased.
- Changes in employment opportunities are followed by perceived changes in population size, with half noting a change, of which most (42 percent overall) say it increased.
- About two-fifths (39 percent) say household income changed, with the majority (22 percent overall) of those saying it decreased.
- A third (36 percent) say ethnic or racial diversity changed, with almost all (34 percent overall) noting an increase. One in four say crime and

²³ For a more detailed description on all Indiana nonprofits see Kirsten A. Grønberg & Curtis Child, *Indiana Nonprofits: Impact of Community and Policy Changes*. Report #3. July 2004. Available online: www.indiana.edu/~nonprof/results/npsurvey/inscom.html.

violence changed, with most (19 percent overall) noting an increase.

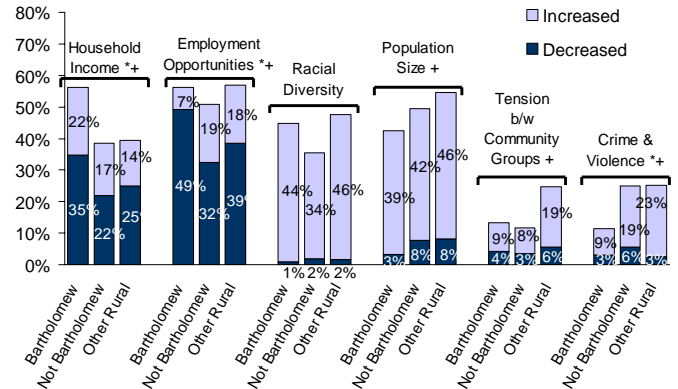
- About one in ten (11 percent) noted a change in tension or conflict among community groups, with almost all of those (8 percent overall) saying it increased.
- For some conditions there are striking similarities between how nonprofits perceive community conditions and official indicators of the conditions, but in other cases there are notable differences between perceptions and the actual conditions.
- **Impacts from Community Conditions:** One-half of Indiana nonprofits indicate that at least one of the community conditions impacted their organization. Almost every condition tends to impact a higher percentage of mid-sized and large nonprofits than small ones, as well as those that target their programs to people of a particular income, gender, and/or race.
- For the most part, neither the age of an organization nor the field in which it operates helps explain why a given condition impacts nonprofits.

• **Bartholomew Nonprofits:**

- **Changes in Community Conditions:** Bartholomew nonprofits are more likely to report declining economic conditions related to decreasing household income (35 percent) and fewer employment opportunities (49 percent), compared to the decrease reported by other non-metro area nonprofits (25 and 39 percent, respectively) and by nonprofits across the state (22 percent and 32 percent, respectively). See Figure 32.²⁴
- On the other hand, fewer nonprofits in Bartholomew County report changes in population size (42 percent) and levels of tension between community groups (13 percent) than their counterparts in other non-metro areas of the state (54 percent and 25 percent, respectively). They also were significantly less likely to report increases

in levels of crime and violence (9 percent) than their counterparts statewide (19 percent) and in other non-metro areas (23 percent).

Figure 32: Percent of nonprofits reporting changes in selected community conditions, by region



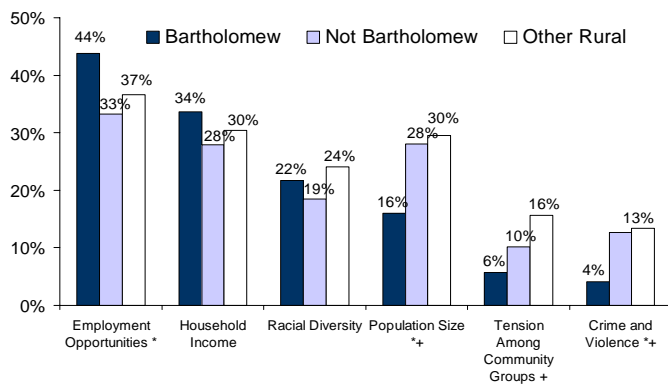
(* Significant difference between Bartholomew and Not Bartholomew
+ Significant difference between Bartholomew and Other Rural)

Note: Bartholomew n=122-138; Not Bartholomew n=1,543-1,668; Other Rural n=320-346

- **Impacts from Community Conditions:** Not surprisingly, Bartholomew nonprofits are not only more likely to report decreases in employment opportunities, but they are also more likely to report impact from that change (44 percent) than are their counterparts statewide (33 percent). At the same time, Bartholomew nonprofits are less likely to feel impacts related to changes in population size (16 percent) and levels of crime and violence (4 percent) than their statewide (28 and 13 percent, respectively) and other non-metro counterparts (30 and 13 percent, respectively). They are also significantly less likely (6 percent) than their other non-metro counterparts (16 percent) to relate impacts from changes in tension between community groups. See Figure 33.

²⁴ The apparent differences between Bartholomew and Not Bartholomew in the number of nonprofits that report changes in racial diversity, suggested by Figure 32, are only marginally significant.

Figure 33: Percent of nonprofits reporting being impacted by selected community conditions, by region



(* Significant difference between Bartholomew and Not Bartholomew
+ Significant difference between Bartholomew and Other Rural)

Note: Bartholomew n=123-139; Not Bartholomew n=1,549-1,678; Other Rural n=321-348

Policy Conditions and Impacts: We also asked Indiana nonprofits about changes in five government policies and whether the changes affect their organization. Like the community conditions described above, Bartholomew nonprofits’ perceptions of policy conditions and their impacts also differ slightly from those of other nonprofits statewide and in other non-metropolitan areas.

• **Indiana Nonprofits:**

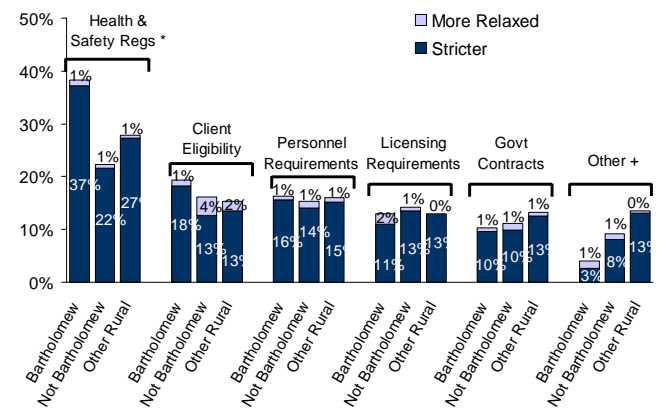
- **Changes in Policies:** More than one-third of Indiana nonprofits indicate that at least some policies have changed during the last three years, although this varies considerably depending on the type, size, and funding structure of the nonprofit. For almost every policy, health and human services nonprofits, large organizations, and those that depend primarily on government funding are the most likely to say that multiple policies changed. In almost all cases, the policies became stricter.
- Changes in health and safety regulations are the most commonly reported (23 percent say that such policies changed). These were followed by client eligibility requirements for government programs (16 percent), personnel and legal regulations (15 percent), professional licensing requirements (14 percent), and government contract procurement policies (11 percent).

- **Impacts from Policies:** One-quarter of all Indiana nonprofits say that at least one of these policies had an impact on their organization. As with perceptions of policy changes, significantly more of the health and human services nonprofits, large organizations, and those that rely primarily on the government for funding say that this is the case. Overall, the policies were at least four or five times as likely to impact the nonprofits when the policy became stricter versus when they became more lenient.

• **Bartholomew Nonprofits:**

- **Changes in Policy and Impacts:** For the majority of policy conditions about which we asked, Bartholomew nonprofits do not substantially differ from nonprofits across the state in the percentage that indicate that the policies changed in strictness or leniency, or in the percentage that indicate whether this impacted their organization. They also do not differ from nonprofits in other non-metro areas. The one exception is that Bartholomew nonprofits (37 percent) are significantly more likely to report that health and safety regulations have become stricter than are their counterparts in the rest of the state (22 percent). See Figure 34.²⁵

Figure 34: Percent of nonprofits reporting changes in selected policy conditions, by region



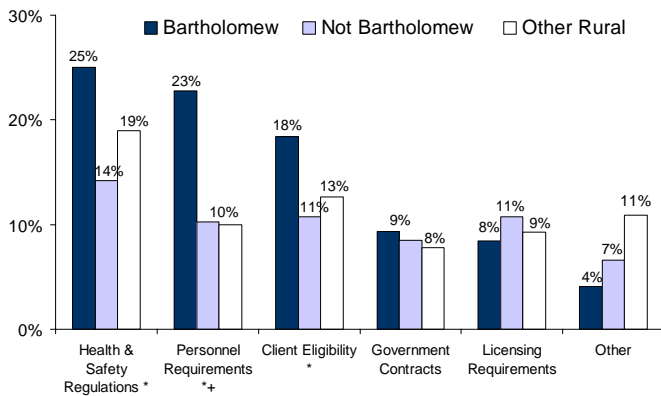
(* Significant difference between Bartholomew and Not Bartholomew
+ Significant difference between Bartholomew and Other Rural)

Note: Bartholomew n=198-293; Not Bartholomew n=934-1,399; Other Rural n=80-114

²⁵ The apparent differences between Bartholomew and Other Rural in the number of nonprofits reporting changes in health and safety policies and in licensing requirements, suggested by Figure 34, are only marginally significant.

- However, Bartholomew nonprofits report greater impacts from changes in many of the policies about which we asked. Nonprofits in Bartholomew County are more likely to report impacts from changes in health and safety regulations (as might be expected as a result of the perceived changes in these policies, as described above) (25 percent) and in client eligibility (18 percent) than their statewide counterparts (14 percent and 11 percent, respectively). They are also likely to report significantly greater impacts from changes in personnel requirements (23 percent) than both their statewide and other non-metro counterparts (10 percent each). See Figure 35.²⁶

Figure 35: Percent of nonprofits impacted by selected policy conditions, by region



(* Significant difference between Bartholomew and Not Bartholomew
+ Significant difference between Bartholomew and Other Rural)

Note: Bartholomew n=80-115; Not Bartholomew n=940-1,404; Other Rural n=198-294

Nonprofit Advocacy: We asked Indiana nonprofits whether they promote positions on certain policy issues or on issues related to the interests of certain groups. Bartholomew nonprofits show patterns quite similar to other Indiana nonprofits, both non-metro and statewide, in this respect.

- **Indiana Nonprofits:**

- **Participation in Advocacy:** More than one-quarter of Indiana nonprofits indicate that they participate in some form of advocacy (although only 3 percent say it is one of their three most

important programs or activities). Health nonprofits are the most likely to say that they engage in advocacy, followed by religious, public benefit, and human services nonprofits. Mid-sized and large organizations are also more likely to engage in advocacy than smaller ones.

- **Resources for Advocacy:** Many nonprofits that engage in advocacy devote only limited resources to it. One in ten of the organizations that say they participate in advocacy do not commit any financial, staff, or volunteer resources to it.
- Many Indiana nonprofits that are involved in advocacy lack key information technology tools for it. While three-quarters of them have computers available, only two-thirds have Internet access and/or e-mail, and less than half have a web site.
- Health and education nonprofits that participate in advocacy tend to be better equipped with such technology tools, while human services, arts, and especially mutual benefit nonprofits involved in advocacy tend to lack these tools. Large nonprofits and those that receive the majority of their funding from the government are considerably more likely to have all four technology tools we mentioned.

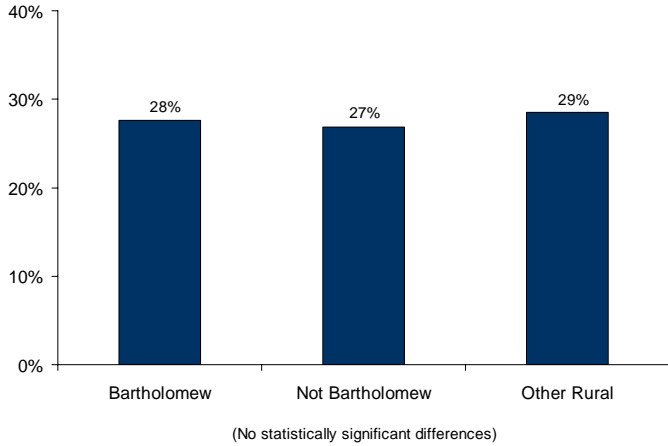
- **Bartholomew Nonprofits:**

- **Participation in Advocacy:** Similar to nonprofits throughout the state, more than one-quarter of Bartholomew nonprofits (28 percent) participate in advocacy. See Figure 36.
- **Resources for Advocacy:** Also reflecting the pattern throughout the state and in other non-metropolitan areas, most Bartholomew nonprofits that *do* engage in advocacy do not devote substantial financial and staff resources to it. Only one-quarter devote most of their volunteer time to advocacy (27 percent), and even fewer devote most of their staff time (14 percent). While only one-fifth (20 percent) devote most of their financial resources to advocacy-related activities, this is a significantly larger amount than

²⁶ The apparent differences between Bartholomew and Other Rural in the number of nonprofits reporting impacts from changes in Other policy conditions, suggested by Figure 35, are only marginally significant.

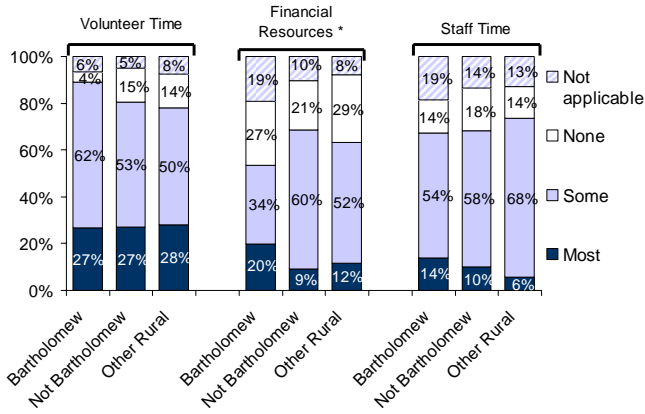
that of other nonprofits throughout the state (9 percent). See Figure 37.²⁷

Figure 36: Percent of nonprofits that participate in advocacy, by region



Note: Bartholomew n=151; Not Bartholomew n=1,811; Other Rural n=350

Figure 37: Extent of nonprofit resources devoted to advocacy, by type of resource and region



(* Significant difference between Bartholomew and Not Bartholomew)

Note: Bartholomew n=33-38; Not Bartholomew n=457-500; Other Rural n=77-89

²⁷ Note that due to the small number of cases, results should be interpreted with caution.

APPENDIX A

NTEE MAJOR CATEGORIES AND MAJOR FIELDS

NTEE Major Fields	NTEE Major Groups and Decile Categories		
I Arts and Culture	Arts, Culture and Humanities (A)		
	A20 Arts, cultural organizations	A60 Performing arts organizations, activities	
	A30 Media, communications organizations.	A70 Humanities organizations	
	A40 Visual art organizations, services	A80 Historical societies and related	
	A50 Museums, museum activities	A90 Arts service organizations and activities	
II Education	Education (B)		
	B20 Elementary, secondary education	B60 Adult, continuing education	
	B30 Vocational, technical schools	B70 Libraries, library science	
	B40 Higher education institutions	B80 Student servcs & organizations of students	
	B50 Graduate, professional schools	B90 Educational services & schools—other	
III Environment/Animals	Environment (C)		
	C20 Pollution abatement and control services	D20 Animal protection and welfare	
	C30 Nat. resources conservation & protection:	D30 Wildlife preservation, protection	
	C40 Botanical, horticultural, & landscape	D40 Veterinary services, n.e.c.	
	C50 Envirnm't'l beautification & open spaces	D50 Zoo, zoological society	
	C60 Environmental educ. & outdoor survival	D60 Other services—specialty animals	
		Animal-Related (D)	
IV Health	Health Care (E)		
	E20 Hospitals, primary medical care facilities	F20 Alcohol, drug, & subs. Abuse, dependency prevention & treatment	
	E30 Health treatment facilities, outpatient	F30 Mental health treatment	
	E40 Reproductive health care facilities, allied	F40 Hot line, crisis intervention services	
	E50 Rehabilitative medical services	F50 Addictive disorders, n.e.c.	
	E60 Health support services	F60 Counseling support groups	
	E70 Public health programs	F70 Mental health disorders	
	E80 Health (general and financing)	F80 Mental health association	
	E90 Nursing services		
	Diseases, Disorders & Medical Disciplines (G)		Mental Health & Crisis Intervention (F)
	G20 Birth defects and genetic diseases	H20 Birth defects and genetic diseases	
	G30 Cancer	H30 Cancer research	
	G40 Diseases of specific organs	H40 Specific organ research	
	G50 Nerve, muscle, and bone diseases	H50 Nerve, muscle, and bone research	
	G60 Allergy related diseases	H60 Allergy related diseases	
	G70 Digestive diseases, disorders	H70 Digestive diseases, disorders	
	G80 Specifically named diseases, n.e.c.	H80 Specifically named diseases, n.e.c.	
	G90 Medical Disciplines, n.e.c.	H90 Medical Specialty Research, n.e.c.	
	V Human Services	Crime & Legal Related (I)	
		I20 Crime prevention	J20 Employ. procurement assist. & job training
I30 Correctional facilities		J30 Vocational rehabilitation	
I40 Rehabilitation services for offenders		J40 Labor unions, organizations	
I50 Administration of justice, courts			
I60 Law enforcement agencies			
I70 Protect, prevent: neglect, abuse, exploit.			
I80 Legal Services			
Food, Agriculture & Nutrition (K)		Employment (J)	
K20 Agricultural programs		L20 Housing devel., construction, management	
K30 Food service, free food distribution		L30 Housing search assistance	
K40 Nutrition programs		L40 Low-cost temporary housing	
K50 Home economics		L50 Housing owners, renters' organizations	
		L80 Housing support services: other	
		Housing & Shelter (L)	

NTEE Major Fields	NTEE Major Groups and Decile Categories	
V. Human Services (continued)	Public Safety, Disaster Preparedness, Relief (M)	Recreation & Sports (N)
	M20 Disaster preparedness & relief services M40 Safety education	N20 Recreational & sporting camps N30 Physical fitness, recreational facilities N40 Sports training facilities, agencies N50 Recreational, pleasure, or social club N60 Amateur sports clubs, leagues N70 Amateur sports competitions N80 Professional athletic leagues
	Youth Development (O)	Human Services (P)
	O20 Youth centers & clubs O30 Adult, child matching programs O40 Scouting organizations O50 Youth development programs, other	P20 Human service organizations P30 Children's & youth services P40 Family services P50 Personal social services P60 Emergency assist. (food, clothing, cash) P70 Residential, custodial care (group home) P80 Services to promote independence of groups
VI International	International, Foreign Affairs & National Security (Q)	
	Q20 Promotion of international understanding	Q50 Foreign policy research & analysis
	Q30 International development, relief services	Q70 International human rights
	Q40 International peace & security	
VII Public and Societal Benefit	Civil Rights, Social Action & Advocacy (R)	Community Improvement, Capacity Building (S)
	R20 Civil rights, advocacy for specific groups	S20 Community, neighborhood devel/imprvm't
	R30 Intergroup, Race Relations	S30 Economic development
	R40 Voter Education, Registration	S40 Business & industry
	R60 Civil Liberties Advocacy	S50 Nonprofit management
		S80 Community service clubs
	Philanthropy, Voluntarism, Foundations (T)	Science & Technology (U)
	T20 Private grantmaking foundations	U20 Science, general
	T30 Public foundations	U30 Physical, earth sciences research & prom.
	T40 Voluntarism promotion	U40 Engineering & technology research, serv.
	T50 Philan., charity, voluntarism promotion	U50 Biological, life science research
	T60 Non-grantmaking, non-operat. foundations	
	T70 Fund-raising organizations var. categories	
	T90 Named trusts, n.e.c.	
	Social Science (V)	Public & Societal Benefit (W)
	V20 Social science research institutes, services	W20 Government & public administration
	V30 Interdisciplinary research	W30 Military, veterans' organizations
	V40 Mystic, paranormal studies: incl. astrology.	W40 Public transportation systems, services
		W50 Telephone, telegraph, telecommunication
		W60 Financial institutions, services
		W70 Leadership development
		W80 Public utilities
		W90 Consumer protection & safety
VIII Religious and Spiritual Development	Religion-Related (X)	
	X20 Christian	X60 Confucian
	X30 Jewish	X70 Hindu
	X40 Islamic	X80 Religious media, communications orgs
	X50 Buddhist	X90 Interfaith Issues
IX Mutual Benefit	Mutual & Membership Benefit (Y)	
	Y20 Insurance Providers, Services	Y40 Fraternal Beneficiary Societies
	Y30 Pension and Retirement Funds	Y50 Cemeteries & Burial Services
X Unknown	Unknown (Z)	

PROJECT PUBLICATIONS AND REPORTS

Over the last several years a number of reports and articles related to the Indiana Nonprofit Sector Project have been published, in addition to papers presented at various colloquiums and conferences. The following citations include project-related reports and papers as of May 2006. Online reports, as well as summaries of all other items, are available on the project website: www.indiana.edu/~nonprof. To obtain a complete version of an unpublished paper please contact Kirsten Grønbjerg (kgronbj@indiana.edu, (812) 855-5971).

Indiana Nonprofit Survey Analysis

This survey of 2,206 Indiana nonprofits, completed in spring and early summer of 2002, covered congregations, other charities, advocacy nonprofits, and mutual benefit associations. It used a stratified random sample drawn from our comprehensive Indiana nonprofit database and structured so as to allow for comparisons among (1) different nonprofit source listings (including those identified through the personal affiliation survey) and (2) twelve selected communities around the state. The survey included questions about basic organizational characteristics, programs and target populations, finances and human resources, management tools and challenges, advocacy activities, affiliations, and involvement in networking and collaboration. An almost identical instrument was used to survey Illinois congregations, charities and advocacy nonprofits for the Donors Forum of Chicago (report available Online at www.donorsforum.org, December, 2003).

Online Statewide Reports

- Indiana Nonprofits: A Portrait of Religious Nonprofits and Secular Charities, by Kirsten A. Grønbjerg, Patricia Bortrager Tennen. Online report. Survey Report #7. June 2006 (<http://www.indiana.edu/~nonprof/results/npsurvey/insfaithbased.html>).
- Indiana Nonprofits: A Profile of Membership Organizations, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Survey Report #6. September 2005 (www.indiana.edu/~nonprof/results/npsurvey/insmember.html).
- Indiana Nonprofits: Affiliation, Collaboration, and Competition, by Kirsten A. Grønbjerg and Curtis Child. Online report. Survey Report #5. November 2004 (www.indiana.edu/~nonprof/results/npsurvey/insaffil.html).
- Indiana Nonprofits: Managing Financial and Human Resources, by Kirsten A. Grønbjerg and Richard M. Clerkin. Online report. Survey Report #4. August 2004 (www.indiana.edu/~nonprof/results/npsurvey/insman.html).
- Indiana Nonprofits: Impact of Community and Policy Changes, by Kirsten A. Grønbjerg and Curtis Child. Online report. Survey Report #3. June 2004 (www.indiana.edu/~nonprof/results/npsurvey/inscom.html).
- The Indiana Nonprofit Sector: A Profile, by Kirsten A. Grønbjerg and Linda Allen. Online report. Survey Report #2. January 2004 (www.indiana.edu/~nonprof/results/npsurvey/insprofile.html).
- The Indianapolis Nonprofit Sector: Management Capacities and Challenges, by Kirsten A. Grønbjerg and Richard Clerkin. Online report. Preliminary Survey Report #1. February 2003 (www.indiana.edu/~nonprof/results/npsurvey/indymanag.html).

Online Regional Reports

- Bartholomew Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Kerry S. Brock, and Patricia Bortrager Tennen. Online report. Community Report #8. November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscombartholomew.pdf).
- South Bend Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Kerry S. Brock, and Patricia Bortrager Tennen. Online report. Community Report #7. November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomsouthbend.pdf).

- Fort Wayne Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Abigail Powell, Andrea Lewis, and Patricia Bortrager Tennen. Online report. Community Report #6. November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomfortwayne.pdf).
- Indianapolis Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #5. November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomindianapolis.pdf).
- Evansville Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Curtis Child, and Patricia Bortrager Tennen. Online report. Community Report #4. June 2006, revised November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomevansville.pdf).
- Muncie Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #3. June 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscommuncie.pdf).
- Northwest Region Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #2. February 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomnorthwest.pdf).
- Bloomington Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #1. September 2005 (revised, December 2005) (www.indiana.edu/~nonprof/results/npsurvey/inscombloomington.pdf).

Journal Articles and Conference Presentations

- Nonprofit Advocacy Organizations: Their Characteristics and Activities, by Curtis Child and Kirsten A. Grønbjerg. Social Science Quarterly, forthcoming.
- Infrastructure and Activities: Relating IT to the Work of Nonprofit Organizations, by Richard Clerkin and Kirsten A. Grønbjerg. In Nonprofits and Technology, edited by Michael Cortés and Kevin Rafter. Chicago: Lyceum Press (forthcoming).
- The Capacities and Challenges of Faith-Based Human Service Organizations, by Richard Clerkin and Kirsten A. Grønbjerg. Public Administration Review (forthcoming, January-February 2007).
- Nonprofit Networks and Collaborations: Incidence, Scope and Outcomes, by Kirsten Grønbjerg and Curtis Child. Paper prepared for presentation at the annual meetings of ARNOVA, Washington, D.C., November 17-19, 2005.
- A Portrait of Membership Associations: The Case of Indiana, by Kirsten Grønbjerg and Patricia Bortrager Tennen. Paper prepared for presentation at the annual meetings of ARNOVA, Washington, D.C., November 17-19, 2005.
- Examining the Landscape of Indiana's Nonprofit Sector: Does What You See Depend on Where You Look? By Kirsten A. Grønbjerg and Richard Clerkin. Nonprofit & Voluntary Sector Quarterly 34 (No. 2, June): 232-59. 2005.

Indiana Nonprofit Employment Analysis

An analysis, comparing ES202 employment reports with IRS registered nonprofits under all sub-sections of 501(c), using a methodology developed by the Center for Civil Society Studies at The Johns Hopkins University, to examine nonprofit employment in the state of Indiana for 2001 with comparisons to 2000 and 1995. The analysis includes detailed information by county, region, and type of nonprofit as well as industry and sector comparisons.

Online Statewide Reports

- Indiana Nonprofit Employment, 2005 Report. Nonprofit Employment Report No. 2 by Kirsten Grønbjerg and Erich T. Eschmann. May 2005 (www.indiana.edu/~nonprof/results/innonprofitemploy.htm).

- Indiana Nonprofit Employment, 2001. Nonprofit Employment Report No. 1 by Kirsten Grønbjerg and Hun Myoung Park. July 2003 (www.indiana.edu/~nonprof/results/innonprofitemploy.htm).

Online Regional Reports

- Evansville Economic Region Nonprofit Employment: 2005 Report. Nonprofit Employment Series No. 2D by Kirsten Grønbjerg and Kerry Brock. May 2006 (www.indiana.edu/~nonprof/results/inemploy/evansvilleempl05.pdf).
- Muncie Economic Region Nonprofit Employment: 2005 Report. Nonprofit Employment Series No. 2C by Kirsten Grønbjerg and Kerry Brock. May 2006 (www.indiana.edu/~nonprof/results/inemploy/muncieempl05.pdf).
- Northwest Economic Region Nonprofit Employment: 2005 Report. Nonprofit Employment Series No. 2B by Kirsten Grønbjerg and Kerry Brock. February 2006 (www.indiana.edu/~nonprof/results/inemploy/northwestempl05.pdf).
- Bloomington Economic Region Nonprofit Employment: 2005 Report. Nonprofit Employment Series No. 2A by Kirsten Grønbjerg and Erich T. Eschmann with Kerry Brock. January 2006 (www.indiana.edu/~nonprof/results/inemploy/bloomingtonempl05.pdf).
- Bloomington Nonprofit Employment, 2001. Nonprofit Employment Report No. 1, Supplement A, by Kirsten Grønbjerg and Sharon Kioko. August 2003 (www.indiana.edu/~nonprof/results/inemploy/Bloomingtonempl03.pdf).

Personal Affiliation Survey Analysis

We completed a survey of 526 Indiana residents in May 2001, designed to make it possible to evaluate the utility of an alternative approach to sampling Indiana nonprofits (as compared to drawing a sample from a comprehensive nonprofit database). The survey probed for the respondents' personal affiliations with Indiana nonprofits as employees, worshippers, volunteers, or participants in association meetings or events during the previous 12 months. We recorded the names and addresses of the church the respondent had attended most recently, of up to two nonprofit employers, up to five nonprofits for which the respondent had volunteered, and up to five nonprofit associations.

Journal Articles and Conference Presentations

- The Role of Religious Networks and Other Factors in Different Types of Volunteer Work, by Kirsten Grønbjerg and Brent Never. Nonprofit Management and Leadership 14 (Winter 2004, No. 3):263-90.
- Individual Engagement with Nonprofits: Explaining Participation in Association Meetings and Events, by Kirsten Grønbjerg. Paper presented at the ARNOVA Meetings, Montreal, Canada, November 14-16, 2002.
- Volunteering for Nonprofits: The Role of Religious Engagement, by Kirsten Grønbjerg and Brent Never. Paper presented at the Association for the Study of Religion. Chicago, August 14-16, 2002.

Indiana Nonprofit Database Analysis

We developed a comprehensive database of 59,400 Indiana nonprofits of all types in 2001 (congregations, other charities, advocacy nonprofits, and mutual benefit associations) using a unique methodology that combines a variety of data sources, most notably the IRS listing of tax-exempt entities, the Indiana Secretary of State's listing of incorporated nonprofits, and the yellow page listing of congregations. We supplemented these listings with a variety of local listings in eleven communities across the state and with nonprofits identified through a survey of Indiana residents about their personal affiliations with nonprofits. The database was most recently updated in 2004 and is available in a searchable format through a link at www.indiana.edu/~nonprof.

Journal Articles and Conference Presentations

- Extent and Nature of Overlap between Listings of IRS Tax-Exempt Registrations and Nonprofit Incorporation: The Case of Indiana, by Kirsten Grønberg and Laurie Paarlberg. Nonprofit and Voluntary Sector Quarterly 31 (No. 4, December, 2002): 565-94.
- Evaluating Nonprofit Databases. American Behavioral Scientist 45 (July, 2002, No. 10): 1741-77. Resources for Scholarship in the Nonprofit Sector: Studies in the Political Economy of Information, Part I: Data on Nonprofit Industries.
- Community Variations in the Size and Scope of the Nonprofit Sector: Theory and Preliminary Findings, by Kirsten A. Grønberg and Laurie Paarlberg. Nonprofit and Voluntary Sector Quarterly 30 (No. 4, December, 2001) 684-706.



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