



Nonprofit Survey Series
Community Report #10

**DUBOIS
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,
ABIGAIL POWELL, 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,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.

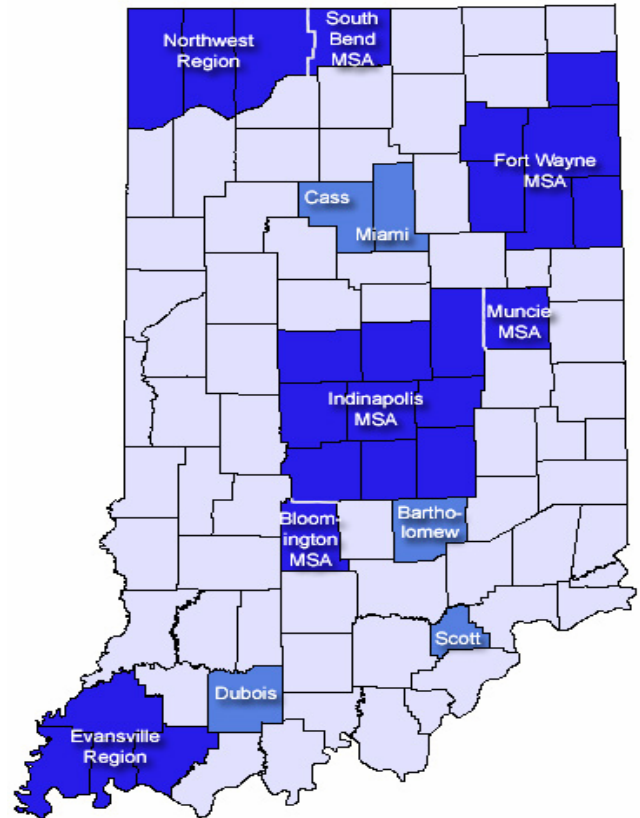
In this report, we focus on a specific geographic region – Dubois County – to see how these nonprofits differ from or resemble others in the state. We are able to do so because the statewide survey of 2,206 Indiana nonprofits, on which the report is based, included expanded samples of nonprofits in twelve communities across the state, including 127 in Dubois 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.

We compare Dubois nonprofits to all other nonprofits in the state (labeled in the figures that follow as “Not Dubois”). We also compare Dubois nonprofits to nonprofits in four other Indiana non-metropolitan areas: Bartholomew, Cass, Miami, and Scott counties (we refer to these as “Other Rural” nonprofits, shown in light colors in Figure 1).² Thus for every figure presented here we have conducted two analyses. One compares Dubois nonprofits to all other nonprofits in the state (i.e. Dubois vs. Not Dubois); the other compares Dubois nonprofits to other non-metro area nonprofits (i.e. Dubois vs. Other Rural). To conserve space, we present these in the same 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 Dubois” and “Other Rural” categories are not mutually exclusive, in that all Other Rural nonprofits are included in the Not Dubois category.

Figure 1: The Indiana Nonprofit Sector Project, selected communities



For each analysis, we have also conducted statistical tests to determine whether variations in responses to survey questions are sufficiently different that we can rule out random chance as the reason for any apparent differences. Dubois nonprofits exhibit many similar characteristics to other nonprofits throughout the state and in other non-metro areas, but vary notably along several of the dimensions examined. When there are statistically significant differences, we make this known by including a note at the bottom of the figure.

In this report, we examine several broad themes: the characteristics of nonprofits in Indiana and Dubois, 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 Dubois nonprofits, including how they compare to nonprofits in the rest of the state and in other non-metropolitan areas.

KEY FINDINGS:

Our report shows that Dubois nonprofits resemble other nonprofits throughout the state of Indiana and in other non-metro areas in many of the dimensions examined, but that they differ notably in several respects. Here we will summarize the ways that Dubois nonprofits deviate from those located elsewhere in the state (keeping in mind that there are still many similarities between them).

- ***Different distribution across nonprofit fields when compared to the rest of the state:*** Unlike nonprofits in the rest of the state and other non-metro areas, more Dubois nonprofits are focused on public benefit and health activities, but fewer focus on religion.
- ***Younger than nonprofits elsewhere in the state:*** Only 35 percent of Dubois nonprofits were established before 1959, compared to 43 percent of those in the rest of the state and 42 percent of other non-metro nonprofits.
- ***Different target audiences for programs and services:*** Dubois nonprofits (66 percent) are more likely to target their programs and services by age than their counterparts elsewhere in the state. They are less likely to target by income and race -- only 13 percent of Dubois nonprofits target programs based on income or race, compared to approximately one-quarter of other non-metro nonprofits..
- ***More likely to rely on special events and private sales for revenue:*** Dubois nonprofits are more likely than other nonprofits in Indiana and other non-metropolitan areas to rely primarily on special events (16 percent) and private sales (11 percent) for funding.
- ***Less likely to report changes in funding sources:*** Compared to other non-metro areas, Dubois nonprofits are less likely to report that levels of funding from dues/fees or other revenue sources changed over the survey period. At the same time, Dubois nonprofits are more likely to report revenues from special events increased.
- ***Fewer financial management tools:*** Dubois nonprofits are less likely than their counterparts in the rest of the state and in other non-metro areas to have computerized financial records. They are also less likely to have a recent financial audit than nonprofits in other non-metro areas.
- ***Fewer human resources challenges:*** Dubois nonprofits (14 percent) are less likely to report challenges in recruiting/retaining volunteers than those in the rest of the state (28 percent) and in other non-metropolitan areas (25 percent).
- ***Differences in human resources tools:*** Dubois nonprofits are more likely than those in the rest of the state to have a formal volunteer recruitment program (26 percent compared to 18 percent). However, they are less likely (49 percent compared to 58 percent) to have written job descriptions.
- ***Fewer IT tools:*** Dubois nonprofits are less likely than others in the state to use email (36 percent compared to 47 percent in the rest of the state and 46 percent in other non-metro areas). They are also less likely to have Internet access (43 percent) and an organizational website (23 percent) than their counterparts in the rest of the state (54 percent and 34 percent respectively).
- ***Less likely to receive funding from federated funders:*** Only 7 percent of Dubois nonprofits indicate that they receive grants from federated funders, compared to 14 percent in the rest of the state and other non-metro nonprofits. The difference is most stark when examining levels of funding from United Way. Only 2 percent of Dubois nonprofits receive this support, compared to 8 percent of nonprofits in the rest of the state and 10 percent of other non-metro nonprofits.
- ***Fewer informal networks:*** Only 31 percent of Dubois nonprofits report being involved in an informal relationship, compared to 42 percent in the rest of the state.
- ***More likely to collaborate with advocacy organizations:*** Over two-fifths (44 percent) of Dubois nonprofits name advocacy organizations as their most important relationship, compared to only 26 percent of nonprofits in the rest of the state.
- ***More likely to compete with businesses:*** Almost one quarter of Dubois nonprofits report competition with business entities (24 percent), compared to only 13 percent of those in the rest of the state.

-
- ***Differing perceptions of community conditions:*** Dubois nonprofits are less likely to report a decrease in employment opportunities and more likely to report increases in population size, racial diversity, and tension between community groups than their counterparts elsewhere.
 - ***Fewer impacts from changing community conditions:*** Dubois nonprofits are less likely to report impacts from crime and violence compared to the rest of the state.
 - ***Less likely to experience changes in health and safety policies:*** Only 20 percent of Dubois nonprofits say that health and safety policies became stricter over the survey period, compared to 34 percent in other non-metro areas. They are also less likely to report impacts from health and safety policy changes (14 percent vs. 23 percent).

I. PROFILE

Missions, Size, Age, Targeting, and Demands: In order to understand Dubois’s nonprofit sector we first assess some basic characteristics of nonprofit organizations there, such as field of activity³, size, age, targeting patterns, and how demands for programs and services have changed over time.⁴ We present an overview of state patterns before discussing how Dubois nonprofits compare to nonprofits in other non-metro areas as well as all other nonprofits in the state.⁵ Dubois nonprofits resemble other nonprofits elsewhere in the state along several of the dimensions examined, but differ notably in a few cases.

- **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).

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

⁴For a more detailed description of these dimensions across the entire nonprofit sector of Indiana see Kirsten A. Grønberg & Linda Allen: *The Indiana Nonprofit Sector: a Profile*. Report #2, January 2004. Dubois and other regions were described briefly in the appendices of this report. Available online:

<http://www.indiana.edu/~nonprof/results/npsurvey/insprofile.html>

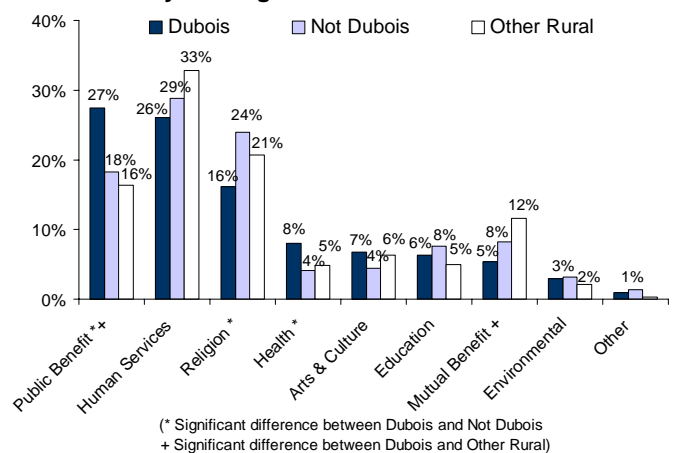
⁵ Please note that “Indiana Nonprofits” refers to *all* nonprofit organizations captured in the survey; while “Not Dubois” (portrayed in the figures) refers to all nonprofits *aside from* Dubois nonprofits. Consequently, the data presented for all Indiana nonprofits will not necessarily match the data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

- **Year of Establishment:** Almost one-half (48 percent) of nonprofits were established since 1970, including one-fifth (21 percent) since 1990. However, one-quarter is very old and was 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.

- **Dubois Nonprofits:**

- **Fields of Activity:** Unlike nonprofits in the rest of the state and other non-metro areas, over one quarter of Dubois nonprofits (27 percent) are focused on public and societal benefit, which includes such things as advocacy and community improvement. Other notable differences from the rest of the state include a smaller percentage of nonprofits that focus on religion (16 percent vs. 24 percent in the rest of the state) and more nonprofits that focus on health (8 percent vs. 4 percent in the rest of the state). Dubois nonprofits are also less likely to have a mutual benefit (5 percent) than other non-metro nonprofits (12 percent). See Figure 2.⁶

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

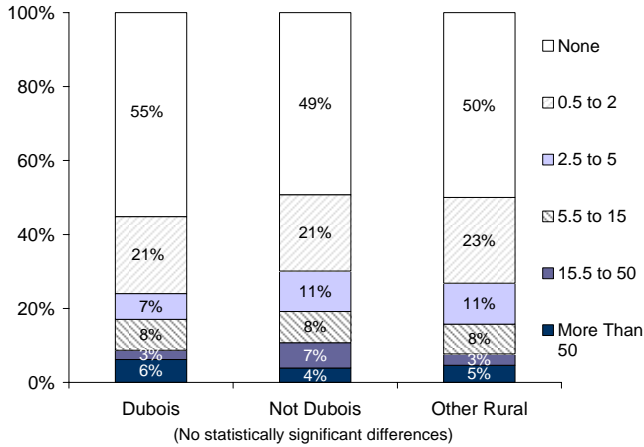


Note: Dubois n=127; Not Dubois n=2,079; Other Rural n=437

⁶ We refer to the other non-metropolitan areas as “Other Rural” in the graphs to conserve space and increase legibility. Also, the difference between Dubois and Other Rural in the number that focus on health, suggested by Figure 2, is only marginally significant.

- **Employees:** Just over half (55 percent) of Dubois nonprofits have no full-time equivalents (FTE) staff. One-fifth (21 percent) have between 0.5 and 2 FTEs, while 6 percent are very large (with more than 50 FTEs). This pattern is similar to the rest of the state and other non-metropolitan areas. See Figure 3.

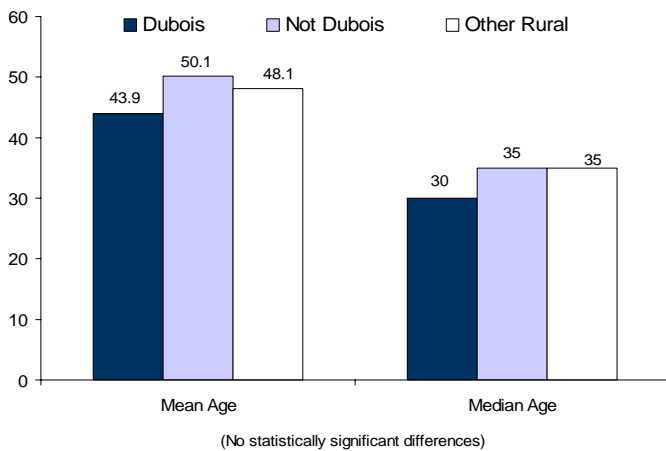
Figure 3: Number of nonprofit FTE staff, by region



Note: Dubois n=120; Not Dubois n=1,921; Other Rural n=408

- **Year of Establishment:** Similar to nonprofits throughout the state and in other non-metro areas, the mean age of Dubois nonprofits is 43.9 years. The median age is almost 14 years younger than that, at 30 years old, indicating that there are relatively few very old organizations. See Figure 4.⁷

Figure 4: Mean and median age of nonprofits, by region

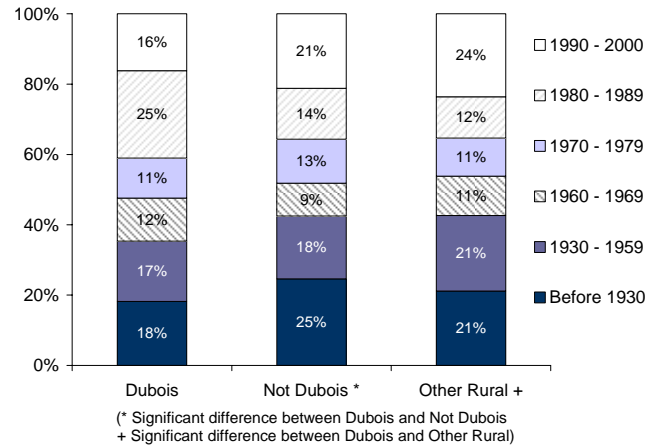


Note: Dubois n=119; Not Dubois n=1,916; Other Rural n=394

⁷ There is no statistical test for the difference between medians, so apparent differences in the median age of nonprofits cannot be tested for statistical significance.

- The nonprofit sector in Dubois is notably younger than nonprofits elsewhere. One quarter (25 percent) of Dubois nonprofits were established between 1980 and 1989, a significantly larger percentage than were established during those years elsewhere in the state (14 percent) and other non-metro areas (12 percent). See Figure 5.

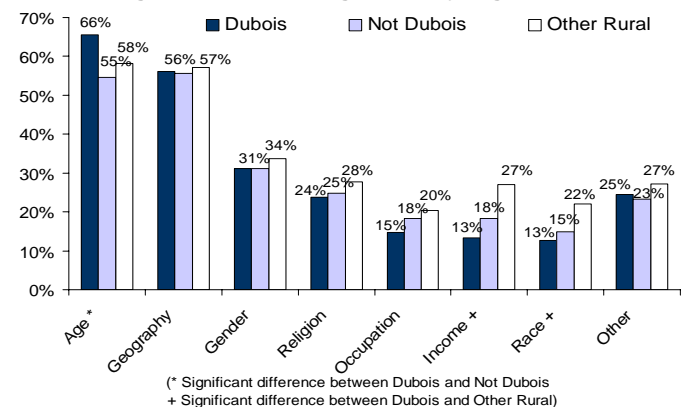
Figure 5: Year of establishment, by region



Note: Dubois n=119; Not Dubois n=1,916; Other Rural n=394

- **Program Targeting:** Like other nonprofits in the rest of the state and other non-metro areas, Dubois nonprofits target the majority of their programs by age and geography. However, Dubois nonprofits are more likely to target their programs by age (65 percent) than nonprofits in the rest of the state (55 percent). See Figure 6.

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



Note: Dubois n=93-101; Not Dubois n=1,495-1,650; Other Rural n=322-351

- Dubois nonprofits are also less likely than other non-metro nonprofits to target by income and race (13 percent each, compared to 27 and 22 percent, respectively, in other non-metropolitan areas).
- **Change in Demand:** Like other nonprofits in Indiana, most Dubois nonprofits said demands for their services or programs increased (49 percent) or stayed the same (45 percent) over the last three years. Very few said that demand decreased (6 percent). See Figure 7.

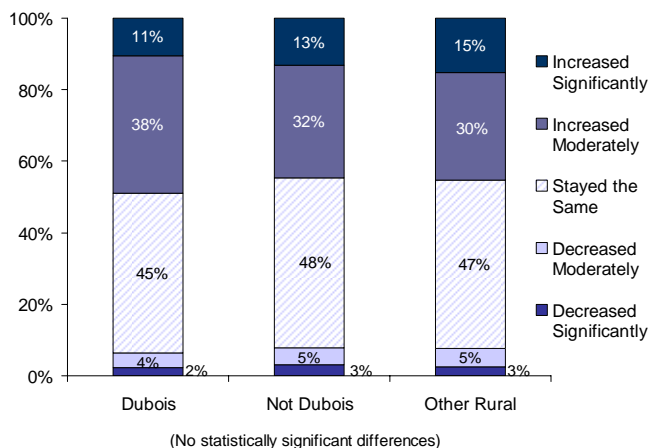
II. MANAGING HUMAN AND FINANCIAL RESOURCES

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.⁸ Overall, the financial condition of Dubois nonprofits appear to be similar to nonprofits throughout the state and in other non-metro areas, although they differ notably along a few dimensions.

- **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 nonprofits in the health field, a greater proportion of nonprofits report at least a moderate increase in expenses (65 percent) than report 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 resources 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).

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



Note: Dubois n= 122; Not Dubois n=1,966; Other Rural n=416

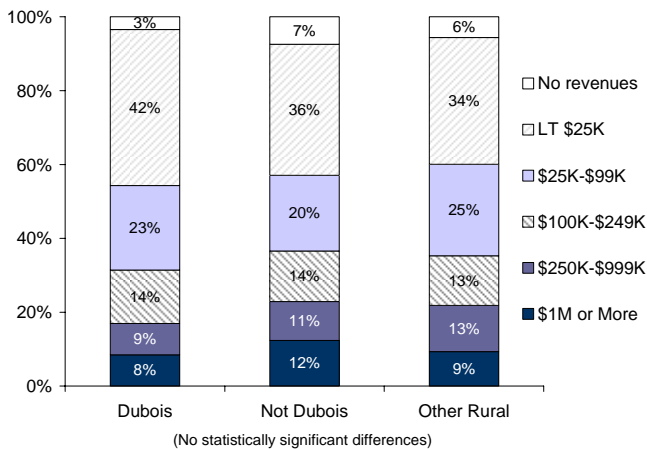
⁸ For a more detailed analysis see Kirsten A. Grønberg & Richard M. Clerkin, *Indiana Nonprofits: Managing Financial and Human Resources*, Report #4. August 2004. Available online: <http://www.indiana.edu/~nonprof/results/npsurvey/insmanag.html>

- **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.

• **Dubois Nonprofits:**

- **Amount of Revenues:** Overall, Dubois nonprofits follow similar patterns of size as nonprofits in the rest of the state and other non-metro areas. Median annual revenues for Dubois nonprofits are approximately \$30,000, and nearly half (45 percent) report annual revenues of less than \$25,000, which includes 3 percent that report no revenues at all. Only 8 percent report revenues of \$1 million or more. See Figure 8.

Figure 8: Amount of revenues reported by nonprofits, by region

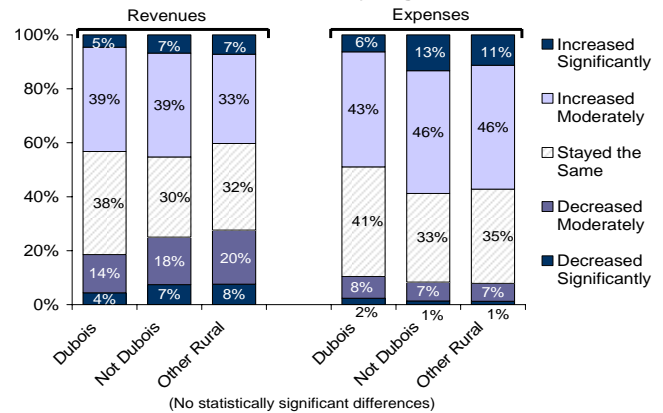


Note: Dubois n=110; Not Dubois n=1,614; Other Rural n=347

- **Change in Revenues and Expenses:** Consistent with nonprofits throughout Indiana and in other

non-metro areas, Dubois nonprofits indicate that their revenues stayed the same (38 percent) or increased (44 percent). See Figure 9.⁹

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



Note: Dubois n=113-116; Not Dubois n=1,665-1,666; Other Rural n=340-341

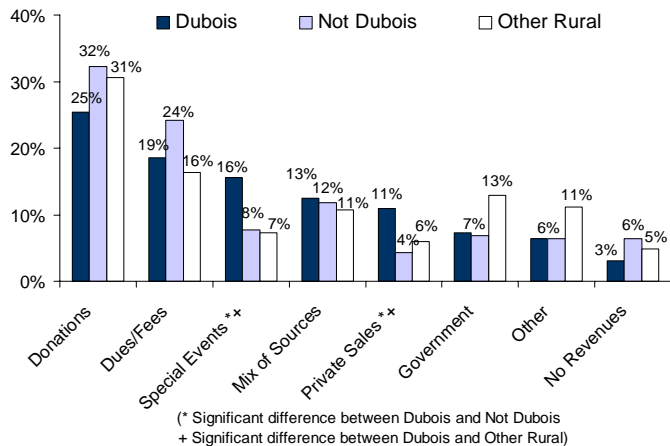
- Dubois nonprofits also follow the trend for Indiana nonprofits by noting that expenses stayed the same (41 percent) or increased (49 percent). Only 10 percent of Dubois nonprofits noted a decrease in expenses.
- **Funding Sources:** Like other nonprofits in the state, Dubois nonprofits are most likely to rely primarily on donations (25 percent) or dues/fees (19 percent) for funding. See Figure 10.¹⁰
- However, Dubois nonprofits are more likely than nonprofits in the rest of Indiana and in other non-metropolitan areas to rely mainly on special events (16 percent) and private sales (11 percent) for more than half of their funding.
- **Change in Funding Sources:** Although Dubois nonprofits report similar changes in various sources of revenues as the rest of the state, there are some notable differences between Dubois nonprofits and those in other non-metro areas. Dubois nonprofits are less likely to report decreases in revenues from dues/fees (6 percent)

⁹ The apparent differences in expenses between Dubois and Not Dubois, suggested by Figure 9, are only marginally significant.

¹⁰ Apparent differences between Dubois and Not Dubois in the category of "Donations," and between Dubois and Other Rural in the categories of "Government" and "Other," suggested by Figure 10, are only marginally significant.

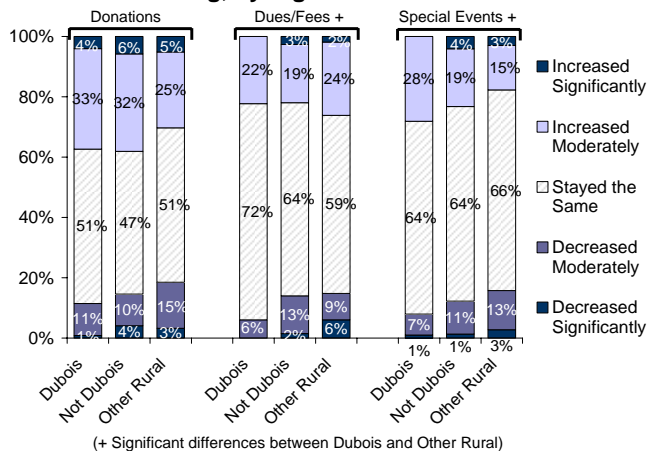
and from special events (8 percent) than their other non-metro counterparts (15 percent and 16 percent respectively). See Figure 11.

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



Note: Dubois n=123; Not Dubois n=1,875 Other Rural n=399

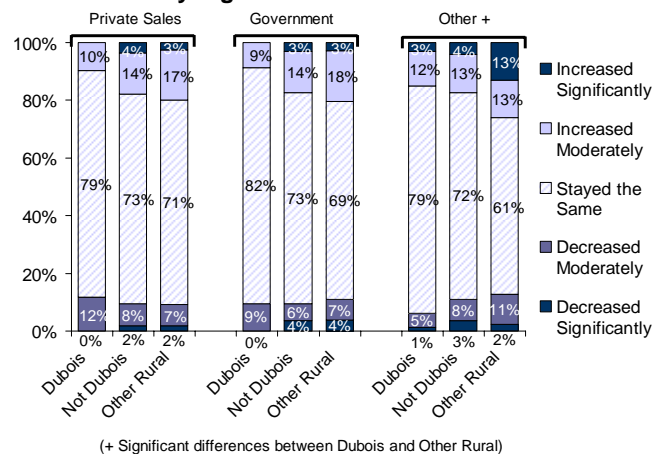
Figure 11: Percent reporting changes in revenues from special events, private sales, or other sources of funding, by region



Note: Dubois n=86-95; Not Dubois n=1,098-1,380; Other Rural n=244-300

- Dubois nonprofits are also less likely than their other non-metro counterparts to report that revenues from other sources increased significantly (3 percent vs. 13 percent). See Figure 12.¹¹

Figure 12: Percent reporting changes in revenues from government funding, donations and dues or fees by region



Note: Dubois n=62-73 ; Not Dubois n=879-915; Other Rural n=197-211

Financial Challenges and Tools: We asked Indiana nonprofits to report on the level of challenges they face in managing finances and on the management tools they have to address these challenges. We find that, for the most part, Dubois nonprofits face very similar challenges to other Indiana nonprofits but possess a smaller range of tools.

• **Indiana Nonprofits:**

- **Challenges in Financial Management:** Almost half of Indiana nonprofits (49 percent) face major challenges in obtaining funding. Those in the health (78 percent) and 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

¹¹ Apparent differences between Dubois and Other Rural in the level of changes in government revenues, suggested by Figure 12, are only marginally significant.

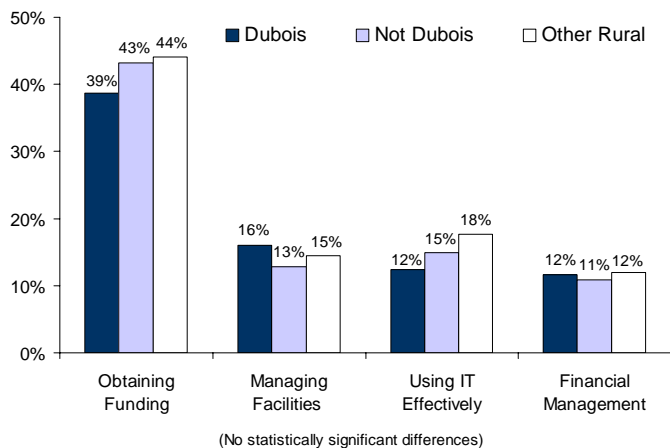
rely on dues/fees/sales for more than half of their resources appear to face the lowest level of financial management challenges, but they are also the least likely to report having financial management tools.

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

• **Dubois Nonprofits:**

- **Challenges in Financial Management:** Dubois nonprofits are not immune to the financial challenges that nonprofits face in other non-metro areas and in the state more generally. Almost two-fifths (39 percent) report that obtaining funding is a major challenge. Like their counterparts elsewhere, smaller percentages of Dubois nonprofits report challenges in managing facilities (16 percent), using IT effectively (12 percent), and financial management (12 percent). See Figure 13.

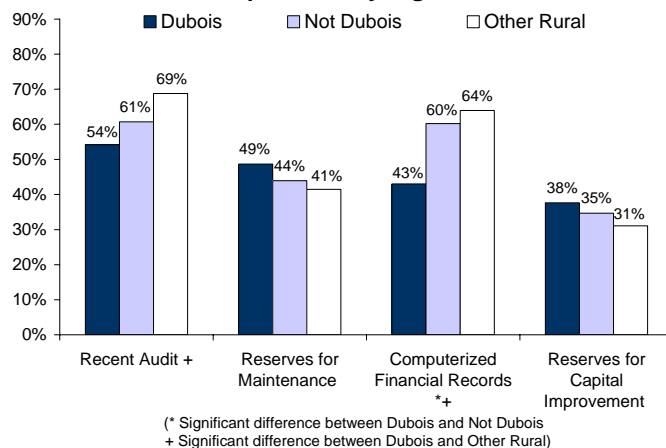
Figure 13: Percent of nonprofits that indicate select issues are a major challenge, by region



Note: Dubois n=112-114; Not Dubois n=1,831-1,840; Other Rural n=385-390

- **Financial Management Tools:** Like nonprofits throughout the state and in other non-metro areas, some nonprofits in Dubois have tools to help them address potential or real financial challenges. However, Dubois nonprofits are less likely than their counterparts in other non-metro areas to have a recent financial audit (54 percent vs 69 percent). See Figure 14.

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



Note: Dubois n=118-120; Not Dubois n=1,880-1,906; Other Rural n=397-404

- Dubois nonprofits are also less likely to have computerized financial records (43 percent) than nonprofits in the rest of the state (60 percent) or in other non-metro areas (64 percent).

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

We asked Indiana nonprofits 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 Dubois nonprofits tend to report fewer challenges than other Indiana nonprofits statewide and in other non-metropolitan areas; but, for the most part, they possess the same tools.

• **Indiana Nonprofits:**

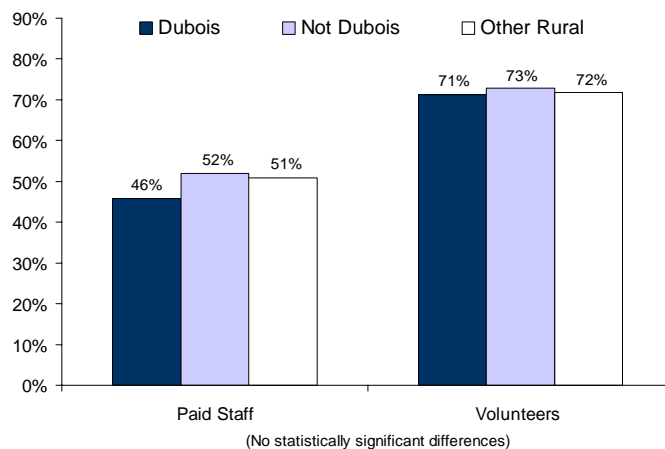
- **Paid and Volunteer Staff:** Just over half (52 percent) of Indiana nonprofits report that they have paid staff. Volunteers are vital to Indiana nonprofits. Almost three-fourths report using volunteers (other than board members) over the past year. Of these, 74 percent report that volunteers are essential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

• **Dubois Nonprofits:**

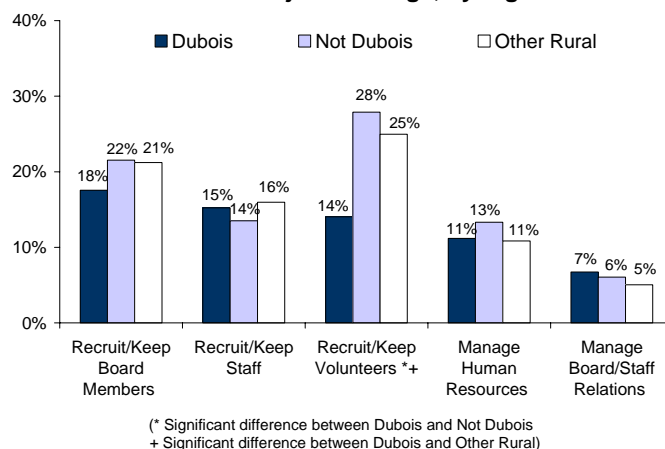
- **Paid and Volunteer Staff:** Like nonprofits statewide and in other non-metro areas, less than half of Dubois nonprofits utilize paid staff (46 percent), and a large majority (71 percent) report that they used volunteers (other than board members) during the most recent fiscal year. See Figure 15.
- **Challenges:** Dubois nonprofits are less likely to report major challenges in recruiting/retaining volunteers (14 percent), compared to other nonprofits in the state (28 percent) or other non-metro nonprofits (25 percent). For all other dimensions of human resources examined, Dubois nonprofits report similar levels of challenges as their counterparts elsewhere in the state. See Figure 16.

Figure 15: Percent of nonprofits that use paid staff and/or volunteers, by region



Note: Dubois n=120-122; Not Dubois n=1,943-1,967; Other Rural n=410-414

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

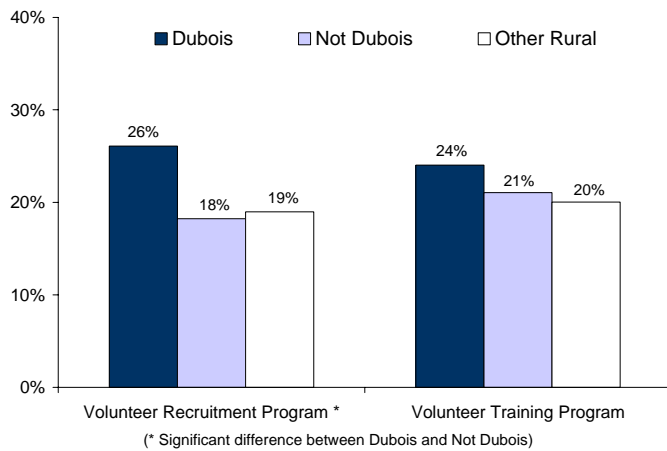


Note: Dubois n=112-127; Not Dubois n=1,817-2,079; Other Rural n=377-437

- **Tools:** About one quarter of Dubois nonprofits have formal volunteer recruitment programs (26 percent). This is a significantly higher proportion than in the rest of the state (18 percent). About a quarter of Dubois nonprofits also have volunteer training programs (24 percent), which is similar to the trend in the rest of the state. See Figure 17.¹²

¹² Apparent differences between Dubois and Other Rural in the proportion of nonprofits that have volunteer recruitment programs, suggested by Figure 17, are only marginally significant.

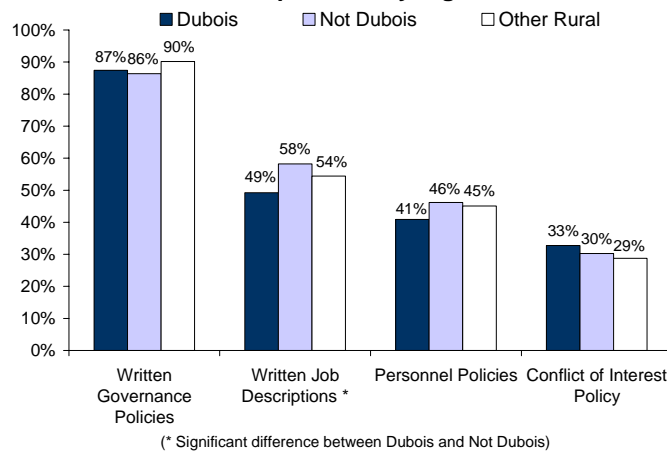
Figure 17: Percent of nonprofits that have selected organizational components, by region



Note: Dubois n=120; Not Dubois n=1,879-1,891; Other Rural n=395

- The great majority (87 percent) of Dubois nonprofits have written governance policies, which is on par with nonprofits throughout the state. Only about half (49 percent) have written job descriptions, significantly less than in the rest of the state (58 percent). See Figure 18.

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



Note: Dubois n=116-120; Not Dubois n=1,864-1,911; Other Rural n=391-405

- Two-fifths (41 percent) of Dubois nonprofits have written personnel policies and one-third (33 percent) have written conflict of interest policies, similar to their counterparts in the rest of the state and in other non-metro areas.

Other Management Challenges and Capacities:

We asked Indiana nonprofits about other challenges they face and the IT tools they have to address various chal-

lenges. We find that Dubois nonprofits face similar challenges to nonprofits statewide and in other non-metro areas. However, they are less likely than other nonprofits in the state to possess the IT tools to combat these challenges.

• Indiana Nonprofits:

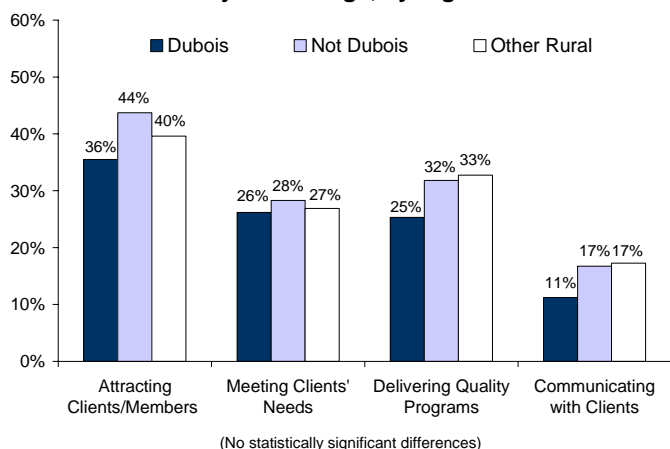
- **Program Challenges:** We asked Indiana nonprofits whether certain aspects of delivering and managing programs are a challenge. According to their responses, we find that attracting clients and members is perhaps most challenging, with approximately one-half of Indiana nonprofits citing it as a challenge. 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.
- 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.

• **Dubois Nonprofits:**

- **Program Challenges:** Of all program challenges, Dubois nonprofits are most likely to name attracting new clients/members as a major challenge (36 percent). About a quarter of Dubois nonprofits also report challenges in meeting clients' needs (26 percent) and delivering quality programs (25 percent). A smaller percentage (11 percent) also report that communicating with clients is a challenge. These trends are on par with those in the rest of the state and in other non-metropolitan areas. See Figure 19.¹³

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



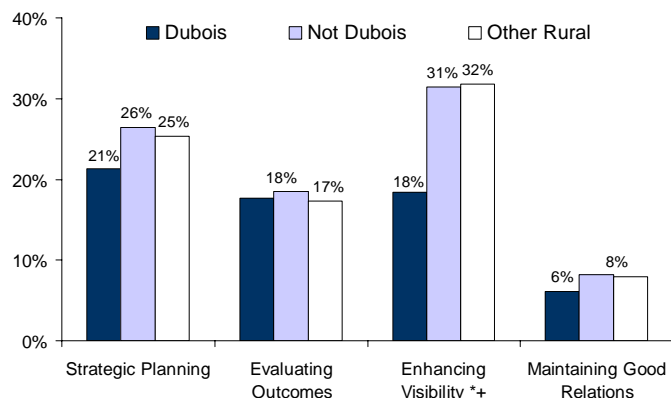
Note: Dubois n=113-127; Not Dubois n=1,850-2,079; Other Rural n=387-437

- Fewer than one-fifth (18 percent) of Dubois nonprofits report enhancing visibility as a major challenge, making them notably less likely than nonprofits statewide (31 percent) and in other non-metro areas (32 percent) to report this as a challenge area. See Figure 20.
- **IT Tools:** Information and communication technology, among other things, helps nonprofits organize records and files, develop and maintain relationships with other organizations, keep up

¹³ Apparent differences in reported challenges related to attracting clients/members, delivering quality programs, and communicating with clients, suggested by Figure 20, are all only marginally significant.

to date with funding opportunities and deadlines, and retrieve important information and data from the internet. Dubois nonprofits report using fewer IT tools than nonprofits in the rest of the state.

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

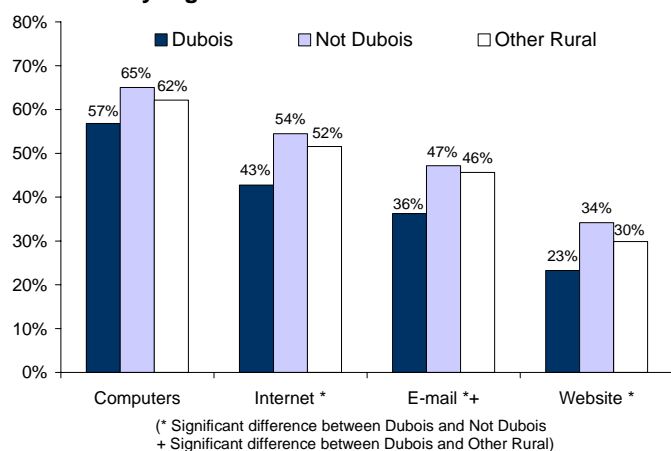


(* Significant difference between Dubois and Not Dubois
+ Significant difference between Dubois and Other Rural)

Note: Dubois n=127; Not Dubois n=2,079; Other Rural n=437

- Dubois nonprofits are less likely than others in the state to use the Internet (43 percent vs. 54 percent). They are also lagging behind the rest of the state in using email (36 percent vs. 47 percent), and less than a quarter have a website (23 percent, compared to 34 percent in the rest of the state). See Figure 21.¹⁴

Figure 21: Percent of nonprofits that have selected IT tools by region



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

Note: Dubois n=119-120; Not Dubois n=1,875-1,913; Other Rural n=392-407

¹⁴ Apparent differences in nonprofits that have computers, and between Dubois and Other Rural nonprofits in those that have Internet access, suggested by Figure 21, are only marginally significant.

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.¹⁵ Dubois nonprofits have similar rates of affiliation as other nonprofits in the state. However, they are less likely to receive funding from federated funders.

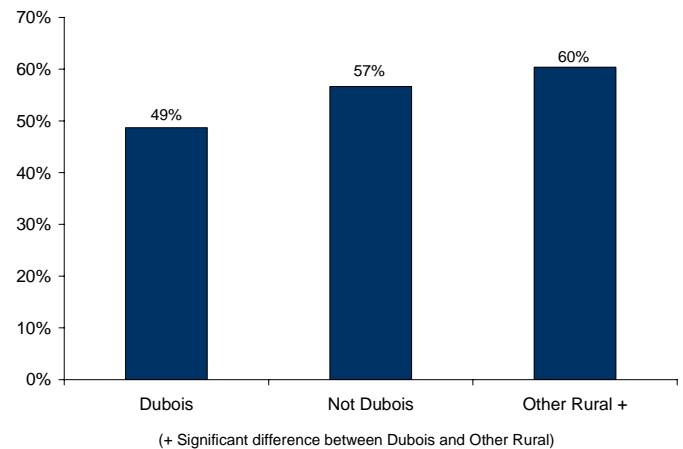
- **Indiana Nonprofits:**

- **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. Besides 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).
- **Funding 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.

- **Dubois Nonprofits:**

- **Affiliations:** About one half of Dubois nonprofits are affiliated in some way (49 percent). This is similar to rates of affiliation reported statewide (57 percent), but significantly less than the rate reported in other non-metro areas (60 percent). See Figure 22.¹⁶

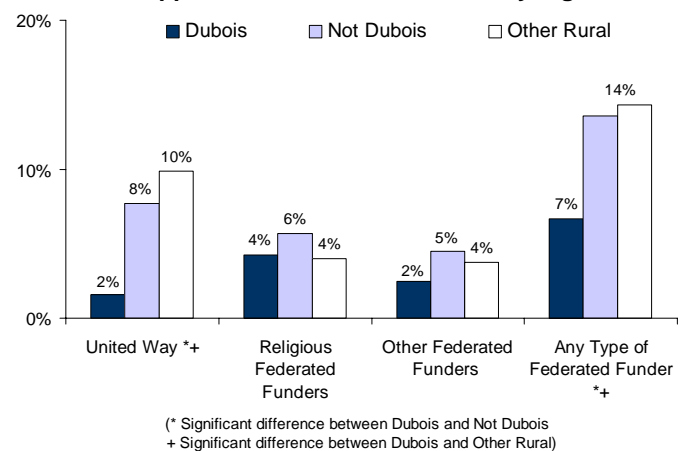
Figure 22: Percent of nonprofits formally affiliated with another organization, by region



Note: Dubois n=122; Not Dubois n=1,959; Other Rural n=401

- **Funding from Federated Funders:** Only 7 percent of Dubois nonprofits indicate that they receive funding or grants from federated funders, compared to 14 percent in the rest of the state and in other non-metro areas. The largest difference is seen in the reported funding from the United Way—only 2 percent of Dubois nonprofits report receiving support from United Way, compared to 8 percent statewide and 10 percent in other non-metro areas. See Figure 23.

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



Note: Dubois n=118-119; Not Dubois n=1,796-1,809; Other Rural n=389-391

¹⁵ For a more detailed analysis of all Indiana nonprofits see Kirsten A. Grønberg & Curtis Child, *Indiana Nonprofits: Affiliations, Collaborations, and Competition*. Report #5. November 2004. Online at <http://www.indiana.edu/~nonprof/results/npsurvey/insaffil.html>

¹⁶ Apparent differences between Dubois and Not Dubois, suggested by Figure 22, are only marginally significant.

Networks and Collaborations: We asked Indiana nonprofits whether they participate in formal collaborations or informal networks with other entities. Dubois nonprofits are less likely to report participation in infor-

mal relationships than their counterparts in the rest of the state.

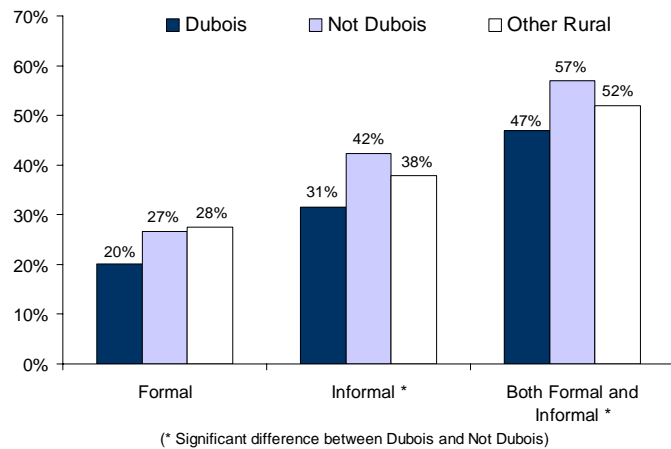
- **Indiana Nonprofits:**

- 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 nonprofit size and access to technology—larger nonprofits and those with basic information technology components are most likely to indicate that they participate in such relationships.

- **Dubois Nonprofits:**

- Less than half of Dubois nonprofits (47 percent) report being involved in formal or informal relationships, compared to 57 percent of nonprofits in the rest of the state and 52 percent in other non-metropolitan areas. Most notably, only 31 percent of Dubois nonprofits report being involved in an informal relationship, compared to 42 percent in the rest of the state. See Figure 24.¹⁷

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



Note: Dubois n=115-120; Not Dubois n=1,910-1,949; Other Rural n=399-409

¹⁷ Apparent differences in the percentage of nonprofits reporting participation in formal relationships, suggested by Figure 24, are only marginally significant.

Most Important Relationship: We asked nonprofits that participate in networks or collaborations to focus on the most important one and to tell us how many and what types of organizations are part of that relationship. We found that Dubois nonprofits have similar patterns of collaboration to other nonprofits statewide and in other non-metro areas.

- **Indiana Nonprofits:**

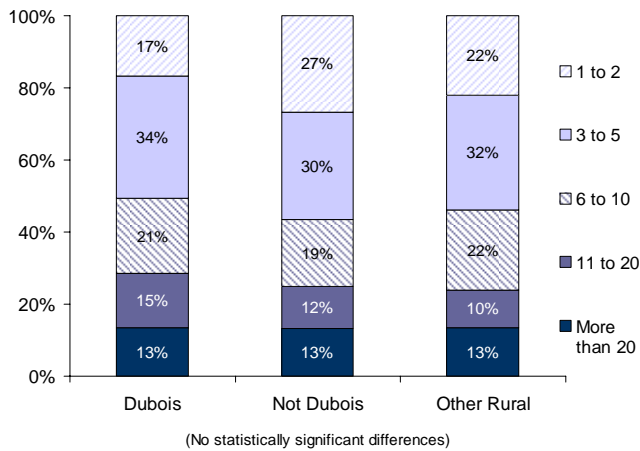
- **Size of Networks:** The median number of organizations in Indiana nonprofits’ most important network or collaboration is five, although the number is disproportionately higher for health nonprofits and for religion nonprofits that provide human services.
- Nonprofits that are small in size and lack 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).

- **Dubois Nonprofits:**

- **Size of Networks:** The networks of Dubois nonprofits are similar in size to those of their counterparts in the rest of the state and other non-metro areas. Half (51 percent) report that there are between 1 and 5 organizations in their most important relationship. See Figure 25.
- **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

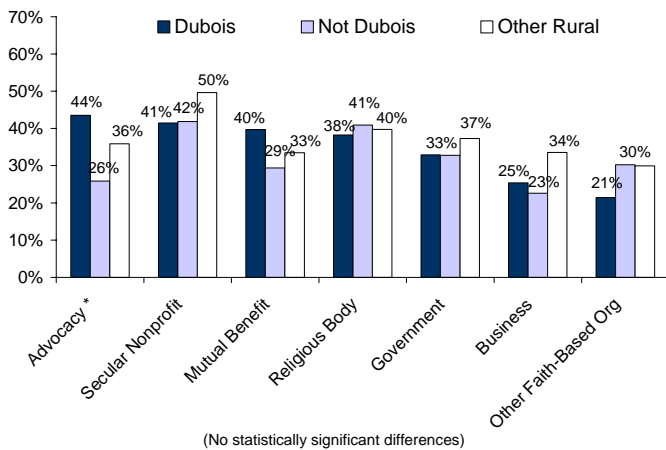
in Dubois collaborate with other types of organizations to the same extent as nonprofits outside Dubois. One striking difference, however, is with the percentage of nonprofits that identify advocacy organizations in their most important relationship. Over two-fifths (44 percent) of Dubois nonprofits name advocacy organizations as part of their primary relationship, compared to only 26 percent of nonprofits in the rest of the state. See Figure 26.¹⁸

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



Note: Dubois n=37; Not Dubois n=862; Other Rural n=162

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



Note: Dubois n=53-54; Not Dubois n=1041-1065; Other Rural n=189-195

Effects of Networks and Collaborations: We asked Indiana nonprofits to indicate whether their involvement

¹⁸ Apparent differences suggested by Figure 26 are not statistically significant.

in networks and collaborations makes it easier, harder, or has no impact on maintaining key organizational capacities. We found that Dubois nonprofits resemble nonprofits statewide and in other non-metro areas in their perceptions of the effects of collaboration.

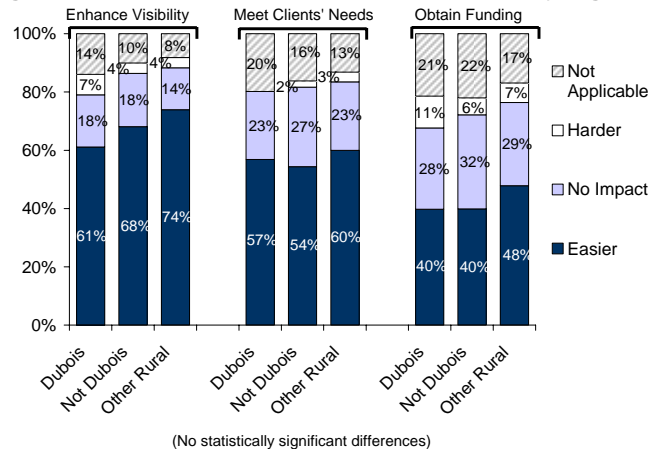
• **Indiana Nonprofits:**

- 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.

• **Dubois Nonprofits:**

- A majority of Dubois nonprofits (61 percent) indicate that participating in networks and collaborations helps enhance their visibility or reputation. They also report that their relationships make it easier to meet client or member needs (57 percent). Inter-organizational relationships make obtaining funding easier for two-fifths (40 percent) of the nonprofits in Dubois. These patterns are similar to those reported by other nonprofits throughout the state and in other non-metro areas. See Figure 27.

Figure 27: Effects of collaboration or networks, by region

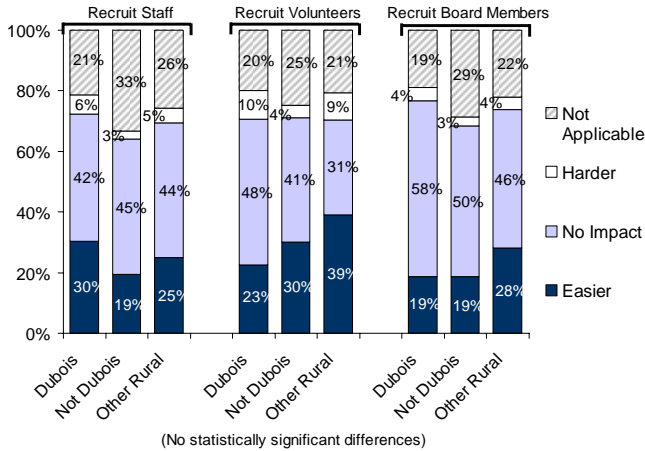


Note: Dubois n=43-46; Not Dubois n=991-994; Other Rural n=180-182

- Dubois nonprofits, like other nonprofits throughout the state, are relatively unlikely to

say that their participation in networks and collaborations helps them address some of the challenges of human resources management, such as recruiting and retaining staff (30 percent), volunteers (23 percent), and board members (19 percent). See Figure 28.¹⁹

Figure 28: Effects of collaboration or networks, by region



Note: Dubois n=45; Not Dubois n=982-992; Other Rural n=179-182

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. For the most part, nonprofits in Dubois face the same competition as their counterparts in the rest of the state and 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), 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

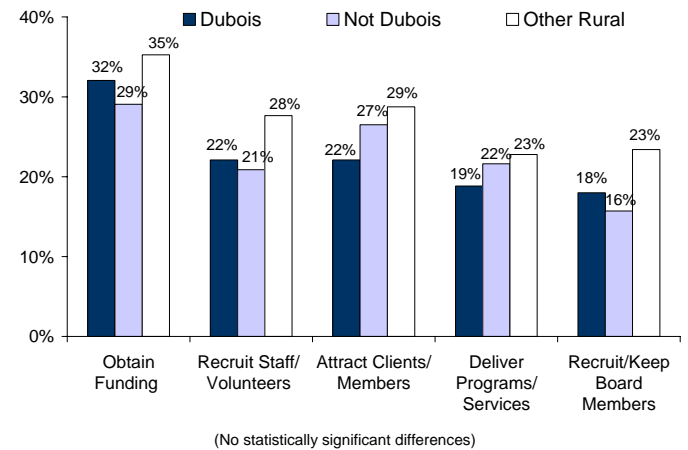
¹⁹ Apparent differences in recruiting staff and volunteers, suggested by Figure 28, are only marginally significant.

likely to compete than those that do not.

• **Dubois Nonprofits:**

- **Extent of Competition:** Dubois nonprofits are most likely to report competition in obtaining funding (32 percent), followed by recruiting staff/volunteers and attracting clients/members (both 22 percent). See Figure 29.²⁰

Figure 29: Percent of nonprofits reporting competition in selected arenas, by region

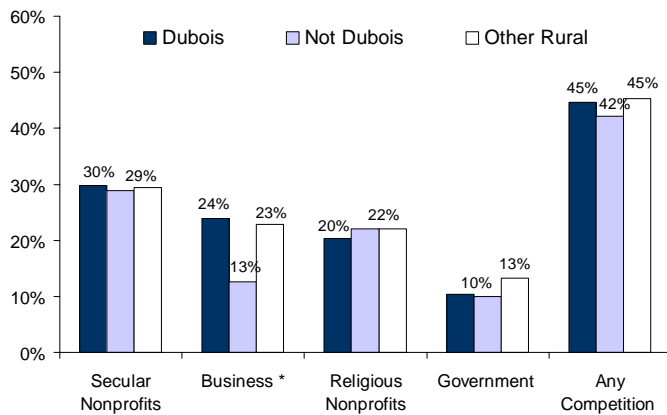


Note: Dubois n=127; Not Dubois n=2,079; Other Rural n=437

- About one in five Dubois nonprofits report competition in delivering programs/services (19 percent) and recruiting and keeping board members (18 percent). These patterns are on par with nonprofits in the rest of the state and other non-metro areas.
- **Types of Competitors:** Dubois nonprofits compete most extensively with secular nonprofits (30 percent), similar to patterns in the rest of the state. See Figure 30.
- A notable difference for Dubois nonprofits is the reported competition with business. One quarter (24 percent) of Dubois nonprofits report such competition, which is similar to the frequency reported by other non-metro area nonprofits, but this is much higher than the 13 percent of nonprofits in the rest of the state that reported competition with business.

²⁰ Apparent differences between Dubois and Other Rural in the level of challenges related to attracting clients and members, suggested by Figure 29, are only marginally significant.

Figure 30: Percent of nonprofits reporting competition with selected entities, by region



(*Significant difference between Dubois and Not Dubois)

Note: Dubois n=127; Not Dubois n=2,079; Other Rural n=437

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.²¹ Dubois nonprofits diverge most from their counterparts across the state and in other non-metropolitan areas in their perceptions of these changes and subsequent impacts.

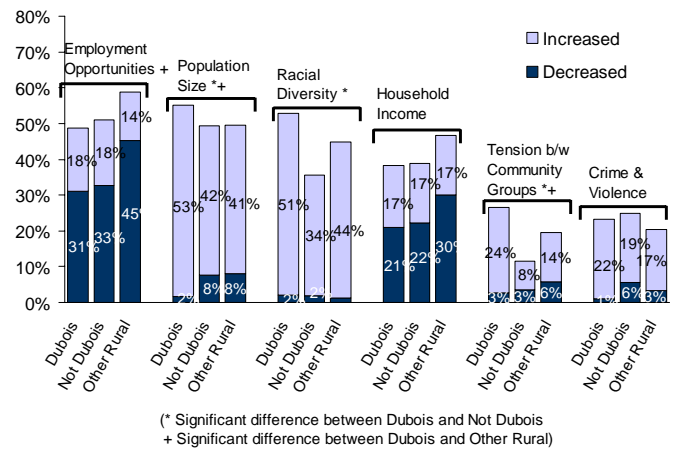
- **Indiana Nonprofits:**

- **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.

²¹ For a more detailed analysis on all Indiana nonprofits see Kirsten A. Grønberg & Curtis Child, *Indiana Nonprofits: Impact of Community and Policy Changes*. Report #3. July 2004. Available online: <http://www.indiana.edu/~nonprof/results/npsurvey/inscom.html>

- One in four say crime and 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 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.

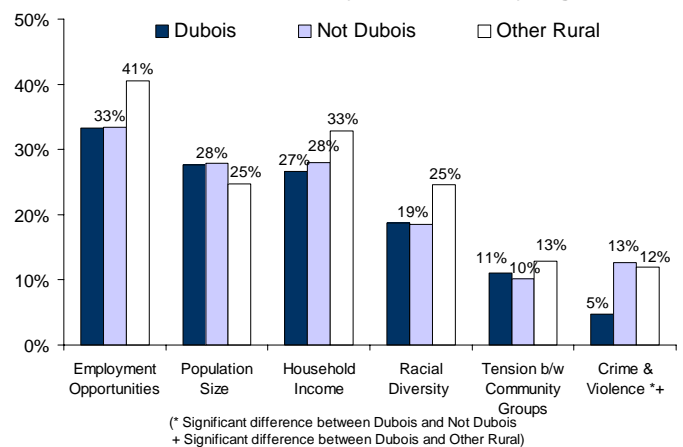
Figure 31: Percent of nonprofits reporting selected changes in community conditions, by region



Note: Dubois n=103-115; Not Dubois n=1,558-1,691; Other Rural n=335-369

- **Impacts from Community Conditions:** Dubois nonprofits report impacts from these changing community conditions at similar rates as nonprofits in the rest of the state and in other non-metro areas, with one exception. Dubois nonprofits are less likely to report an impact from crime and violence (5 percent) than nonprofits in the rest of the state (13 percent) and in other non-metro areas (12 percent). See Figure 32.²²

Figure 32: Percent of nonprofits reporting impacts from selected community conditions, by region



Note: Dubois n=103-115; Not Dubois n=1,564-1,702; Other Rural n=336-372

• **Dubois Nonprofits:**

- **Changes in Community Conditions:** Dubois nonprofits report a decrease in employment opportunities (31 percent) at similar rates as those in the rest of the state (33 percent). However, there is a significant difference between Dubois and other non-metro areas along this dimension, where 45 percent of nonprofits report a decrease in employment opportunities. See Figure 31.
- Dubois nonprofits are significantly more likely to report an increase in population size (53 percent) and racial diversity (51 percent), compared to those in the rest of the state (42 percent) and other non-metro areas (41 percent). They also report increased tension between community groups (24 percent) at a higher rate than other non-metro nonprofits (14 percent) and those in the rest of the state (8 percent).

²² Apparent differences in impacts from employment opportunities and racial diversity, suggested by Figure 32, are not statistically significant.

Policy Conditions and Impacts: We asked Indiana nonprofits about changes in five government policies and whether the changes affect their organizations. Dubois nonprofits have similar experiences with policy conditions and subsequent impacts to nonprofits in the rest of the state and other non-metro areas, with a notable difference in the category of health and safety.

• **Indiana Nonprofits:**

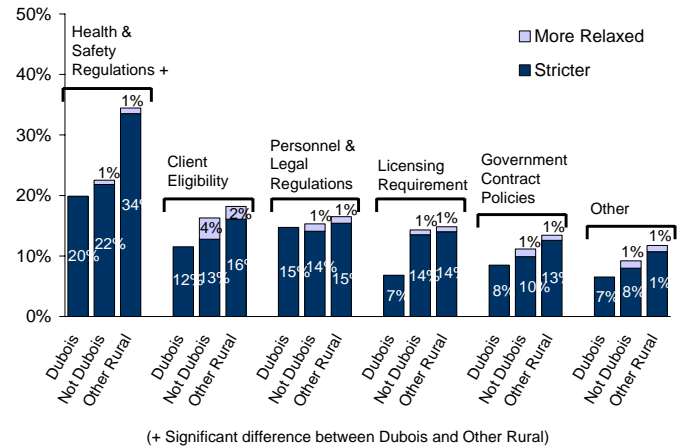
- **Changes in Policies:** More than one-third of Indiana nonprofits indicate that at least some public policies have changed during the last three years, although this varies considerably depending on the type, size, and funding structure of the nonprofit. For almost every policy, health and human services 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 were 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 says that at least one of these policy changes 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 policies became stricter as when they became more lenient.

• **Dubois Nonprofits:**

- **Changes in Policies:** Dubois nonprofits are significantly less likely to report changes in health and safety regulations than nonprofits in other non-metro areas. Only 20 percent say they be-

came stricter, compared to 34 percent in other non-metro areas. See Figure 33.²³

Figure 33: Percent of nonprofits reporting changes in selected policy conditions, by region

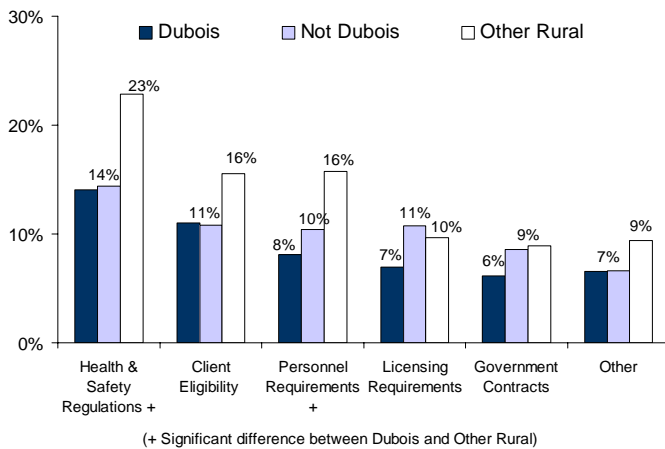


Note: Dubois n=75-98; Not Dubois n=939-1,409; Other Rural n=203-303

- Dubois nonprofits report similarly as their counterparts in the rest of the state and other non-metropolitan areas in regards to the other policy conditions examined.
- **Impacts from Policies:** The likelihood of Dubois nonprofits reporting impacts from changing policy conditions is generally consistent with that reported in the rest of the state, with the only exceptions being health and safety regulations and personnel requirements. Dubois nonprofits are much less likely than their non-metro counterparts to report impacts from health and safety regulations (14 percent vs. 23 percent in other non-metro areas) and from changes in personnel requirements (8 percent compared to 16 percent in other non-metro areas). See Figure 34.

²³ Apparent differences in changes related to licensing requirements, suggested by Figure 33, are only marginally significant.

Figure 34: Percent of nonprofits reporting impacts from selected policy conditions, by region



Note: Dubois n=75-98; Not Dubois n=945-1,414; Other Rural n=203-304

Nonprofit Advocacy: We asked Indiana nonprofits whether they promote positions on certain policy issues or on issues related to the interests of certain groups. Dubois nonprofits participate in advocacy at the same rate as other Indiana nonprofits, non-metropolitan and statewide, and devote similar resources.

• **Indiana Nonprofits:**

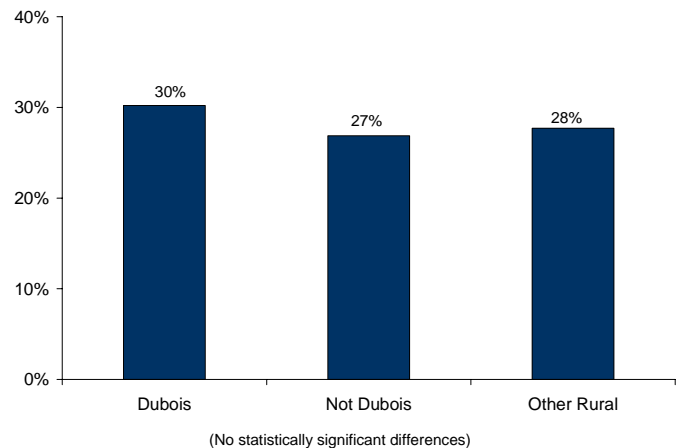
- **Participation in Advocacy:** More than one-quarter of Indiana nonprofits indicate that they participate in some form of advocacy (although only 3 percent say it is one of their three most important programs or activities). Health nonprofits are the most likely to say that they engage in advocacy, 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 have insufficient technological 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 website.
- 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.

• **Dubois Nonprofits:**

- **Participation in Advocacy:** Thirty percent of Dubois nonprofits participate in advocacy, similar to rates of participation in the rest of the state and in other non-metro areas. See Figure 35.

Figure 35: Percent of nonprofits involved in advocacy efforts, by region

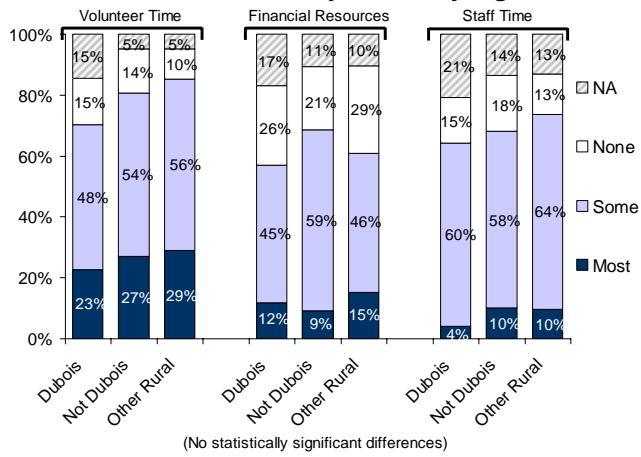


Note: Dubois n=115; Not Dubois n=1,847; Other Rural n=386

- **Resources for Advocacy:** Reflecting the pattern throughout the state and in other non-metro areas, most Dubois nonprofits that engage in advocacy do not devote substantial financial and staff resources to it. Only 23 percent devote most of their volunteer time to advocacy, and even fewer devote most of their financial resources (12 percent) or staff time (4 percent). See Figure 36.²⁴

²⁴ Note that due to the small number of cases, results should be interpreted with caution.

Figure 36: Percent of nonprofits that devote selected re-sources to advocacy efforts, by region



Note: Dubois n=27-32; Not Dubois n=462-506; Other Rural n=82-95

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
VI International	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
	International, Foreign Affairs & National Security (Q)	
	Q20 Promotion of international understanding Q30 International development, relief services Q40 International peace & security	Q50 Foreign policy research & analysis Q70 International human rights
VII Public and Societal Benefit	Civil Rights, Social Action & Advocacy (R)	Community Improvement, Capacity Building (S)
	R20 Civil rights, advocacy for specific groups R30 Intergroup, Race Relations R40 Voter Education, Registration R60 Civil Liberties Advocacy	S20 Community, neighborhood devel/imprvm't S30 Economic development S40 Business & industry S50 Nonprofit management S80 Community service clubs
	Philanthropy, Voluntarism, Foundations (T)	Science & Technology (U)
	T20 Private grantmaking foundations T30 Public foundations T40 Voluntarism promotion T50 Philan., charity, voluntarism promotion T60 Non-grantmaking, non-operat. foundations T70 Fund-raising organizations var. categories T90 Named trusts, n.e.c.	U20 Science, general U30 Physical, earth sciences research & prom. U40 Engineering & technology research, serv. U50 Biological, life science research
	Social Science (V)	Public & Societal Benefit (W)
	V20 Social science research institutes, services V30 Interdisciplinary research V40 Mystic, paranormal studies: incl. astrology.	W20 Government & public administration W30 Military, veterans' organizations 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 X30 Jewish X40 Islamic X50 Buddhist	X60 Confucian X70 Hindu X80 Religious media, communications orgs X90 Interfaith Issues
IX Mutual Benefit	Mutual & Membership Benefit (Y)	
	Y20 Insurance Providers, Services Y30 Pension and Retirement Funds	Y40 Fraternal Beneficiary Societies 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, Curtis Child, and Richard Clerkin. 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. 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

- Dubois Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Abigail Powell and Patricia Bortrager Tennen. Online report. Community Report #10. November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomDubois.pdf).
- Cass Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Andrea Lewis, and Patricia Bortrager Tennen. Online report. Community Report #9. November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomCass.pdf).

- 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, updated 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

- 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 Grønbjerg 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. Grønbjerg and Laurie Paarlberg. Nonprofit and Voluntary Sector Quarterly 30 (No. 4, December, 2001) 684-706.



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