



Nonprofit Survey Series
Community Report #6

FORT WAYNE 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, ANDREA LEWIS, 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**

**KIRSTEN A. GRØNBJERG
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NOVEMBER 2006

TABLE OF CONTENTS

Introduction	2
Key Findings	4
I. Profile	5
Missions, Size, Age, Targeting, and Demands	5
Indiana Nonprofits.....	5
Fort Wayne Nonprofits.....	5
II. Managing Human and Financial Resources.....	7
Financial Conditions	7
Indiana Nonprofits.....	7
Fort Wayne Nonprofits.....	8
Financial Challenges and Tools	9
Indiana Nonprofits.....	9
Fort Wayne Nonprofits.....	10
Staff, Volunteer, and Board Resources, Challenges and Tools .	10
Indiana Nonprofits.....	10
Fort Wayne Nonprofits.....	11
Other Management Challenges and Capacities	12
Indiana Nonprofits.....	12
Fort Wayne Nonprofits.....	12
III. Affiliations, Collaborations, and Competition.....	14
Formal Affiliations	14
Indiana Nonprofits.....	14
Fort Wayne Nonprofits.....	14
Networks and Collaborations.....	15
Indiana Nonprofits.....	15
Fort Wayne Nonprofits.....	15
Most Important Relationship	15
Indiana Nonprofits.....	15
Fort Wayne Nonprofits.....	15
Effects of Networks and Collaborations	16
Indiana Nonprofits.....	16
Fort Wayne Nonprofits.....	16
Competition	17
Indiana Nonprofits.....	17
Fort Wayne Nonprofits.....	17
IV. Community and Policy Conditions	18
Community Conditions and Impacts	18
Indiana Nonprofits.....	18
Fort Wayne Nonprofits.....	19
Policy Conditions and Impacts	20
Indiana Nonprofits.....	20
Fort Wayne Nonprofits.....	20
Nonprofit Advocacy	21
Indiana Nonprofits.....	21
Fort Wayne Nonprofits.....	21
Appendix A	23
Project Publications and Reports	25

INTRODUCTION:

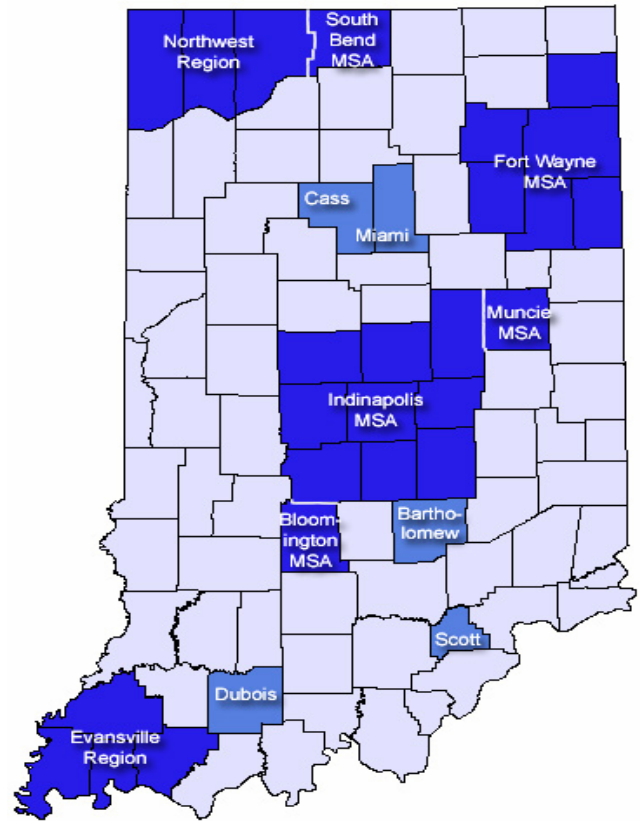
As part of the *Indiana Nonprofits: Scope and Community Dimensions* project, we and a team of colleagues have undertaken a comprehensive study of the nonprofit sector in Indiana. Through a series of reports, we have looked broadly at the distribution of different types of nonprofits across the state, 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 – the Fort Wayne metropolitan region – 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, shown in Figure 1. Fort Wayne nonprofits accounted for 226 of the nonprofits in the expanded sample. 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.

For purposes of this analysis, we define the Fort Wayne region to include De Kalb, Whitley, Allen, Huntington, Wells, and Adams Counties.² We compare Fort Wayne nonprofits to all other nonprofits in the state (labeled in the figures that follow as “Not Fort Wayne”). We also compare Fort Wayne nonprofits to nonprofits in six other Indiana metropolitan areas: Indianapolis, Muncie, Northwest, South Bend, Evansville, and Bloomington (we refer to these as “Other Metro” nonprofits, shown in dark colors in Figure 1).³ Thus for every figure presented

here we conducted two analyses. One compares Fort Wayne nonprofits to all other nonprofits in the state (i.e. Fort Wayne vs. Not Fort Wayne); the other compares Fort Wayne nonprofits to other metro area nonprofits (i.e. Fort Wayne vs. Other Metro). To conserve space, we present these in the same figure.

Figure 1: The Indiana Nonprofit Sector Project, selected communities



For each analysis, we 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. Fort Wayne nonprofits are overwhelmingly similar to nonprofits statewide and in other metro areas in almost every dimension measured. There are only a few cases where Fort Wayne nonprofits vary significantly from the characteristics of other nonprofits, but 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 Fort Wayne,

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

² In another series of reports on nonprofit employment we use economic regional definitions as originally developed by the Indiana Department of Commerce in order to present as much detail as possible.

³ Please note that the “Not Fort Wayne” and “Other Metro” categories are not mutually exclusive, in that all Other Metro nonprofits are included in the Not Fort Wayne category.

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 Fort Wayne nonprofits, including how they compare to nonprofits in the rest of the state and in other metropolitan areas.

KEY FINDINGS:

Our report shows that Fort Wayne nonprofits resemble other nonprofits throughout the state of Indiana and in other metro areas in almost every dimension examined. They differ in only a few respects. Here we will summarize the ways that Fort Wayne nonprofits deviate from those located elsewhere in the state (keeping in mind that overall, they are far more similar than dissimilar).

- **Fewer health nonprofits:** Fort Wayne has a smaller percentage of health nonprofits (2 percent) than other areas of the state (4 percent) and other metropolitan areas (6 percent).
- **Significant increases in expenses:** Fort Wayne nonprofits are significantly less likely to indicate that their revenues decreased (17 percent vs. 26 percent in other metro areas), but they are significantly more likely to indicate that their expenses increased (72 percent vs. 57 percent statewide and in other metro areas).
- **Fewer government-reliant nonprofits:** Only 3 percent of Fort Wayne nonprofits indicate that more than one-half of their revenues come from government sources. This is significantly fewer than statewide (7 percent) and other metro area nonprofits (8 percent).
- **Fewer changes in revenues from government and private sales:** Fort Wayne nonprofits are more likely to report that revenues from government sources stayed the same (81 percent) than those in the rest of the state (73 percent) and other metro areas (70 percent). Nonprofits in Fort Wayne are also more likely to report that funding from private sales stayed the same (89 percent) than nonprofits statewide (71 percent) and in other metro areas (66 percent).
- **Fewer have reserves for maintenance:** There are no differences between Fort Wayne nonprofits and other nonprofits statewide with regards to any of the organizational challenges we asked about, and Fort Wayne nonprofits possess the same tools to confront those challenges; the only exception is that Fort Wayne nonprofits are less likely than nonprofits statewide to have reserves for maintenance (34 percent vs. 45 percent).
- **More likely to receive support from federated funders:** More Fort Wayne nonprofits report receiving funding from federated funders (24 percent), including religious federated funders (11 percent), than do nonprofits in other areas of the state (12 percent and 5 percent, respectively).
- **Networks make recruiting staff members easier and make recruiting board members harder:** Fort Wayne nonprofits tend to form collaborations and networks at the same rate and with the same composition as other nonprofits statewide, but they are more likely than their statewide counterparts to report that these networks make recruiting staff members easier (33 percent vs. 18 percent) and more likely than their other metro counterparts to report that networks make recruiting board members harder (6 percent vs. 1 percent).
- **Less competition generally:** Only one-third (32 percent) of Fort Wayne nonprofits report experiencing competition with *some* other organization, compared to 43 percent of nonprofits statewide and 44 percent of nonprofits in other metropolitan areas, though they report competition experienced in specific areas no differently than their counterparts.
- **Fewer perceived changes in population size:** Fort Wayne nonprofits (39 percent) are less likely to report that the population size of their community has changed than are nonprofits in other communities throughout the state (50 percent) and in other metro areas (48 percent).
- **Stricter health and safety regulations:** Nearly one-third (30 percent) of Fort Wayne nonprofits indicate that health and safety regulations in their communities have become more strict, while only 21 percent of nonprofits elsewhere in the state indicate the same change.

I. PROFILE

Missions, Size, Age, Targeting, and Demands: In order to understand Fort Wayne’s nonprofit sector we first assess some basic characteristics of nonprofit organizations, such as their field of activity⁴, size, age, targeting patterns, and how the demands for their programs and services have changed over time.⁵ We present an overview of state patterns before discussing how Fort Wayne nonprofits compare to nonprofits in other metro areas as well as to all other nonprofits in the state.⁶ Overall, Fort Wayne nonprofits resemble other nonprofits in metro and non-metro regions throughout the state.

- **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,

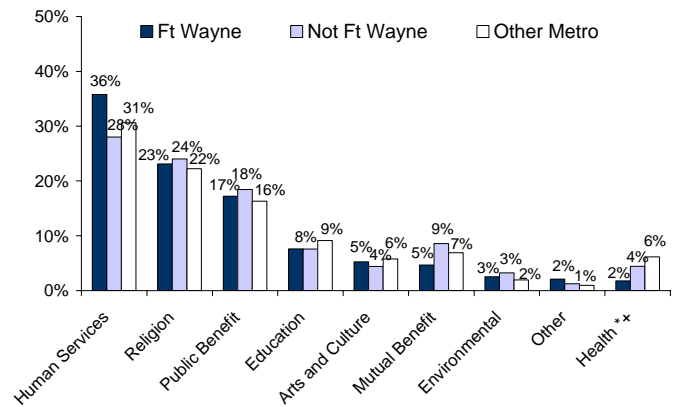
including one-fifth (21 percent) since 1990. However, one-quarter is very old and was established before 1930.

- **Targeting:** Many target their services to particular groups, especially based on age and geographic regions.
- **Change in Demand:** Many face increasing demands for services.

- **Fort Wayne Nonprofits:**

- **Fields of Activity:** Generally, the distribution of Fort Wayne nonprofits across the different fields of activity is similar to the distribution of nonprofits at the state level. The most prevalent field is human services, with more than one-third (36 percent) of Fort Wayne nonprofits operating in this field. Approximately one-fifth each operate in the fields of religion (23 percent) and public benefit (17 percent). However, Fort Wayne has a significantly smaller percentage of health nonprofits (2 percent) than do other areas of the state (4 percent) and other metropolitan areas (6 percent). See Figure 2.

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



(* Significant difference between Ft Wayne and Not Ft Wayne
+ Significant difference between Ft Wayne and Other Metro)

Note: Fort Wayne n=226; Not Fort Wayne n=1980; Other Metro n=1123

⁴ For our definitions of nonprofit fields, see Appendix A.

⁵ For 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. Fort Wayne and other regions were described briefly in the appendices of this report. Available online:

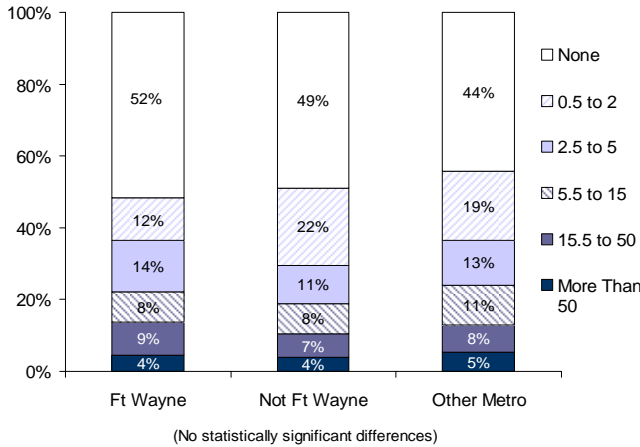
<http://www.indiana.edu/~nonprof/results/npsurvey/insprofile.html>

⁶ Please note that “Indiana Nonprofits” refers to all nonprofit organizations captured in the survey; while “Not Fort Wayne” (portrayed in the figures) refers to all nonprofits *aside from* Fort Wayne nonprofits. Consequently, the data presented for all Indiana nonprofits will not necessarily match the data for any of the special regional segments presented here.

- **Employees:** The majority of Fort Wayne nonprofits (64 percent) have fewer than two full-time equivalent (FTE) staff members, which includes 52 percent that have no employees at all. Nearly half of all nonprofits statewide (49 per-

cent) and in other metro areas (44 percent) also report having no employees. Only 4 percent of Fort Wayne nonprofits have more than 50 FTEs, which is also on par with nonprofits statewide and in other metro areas. See Figure 3.

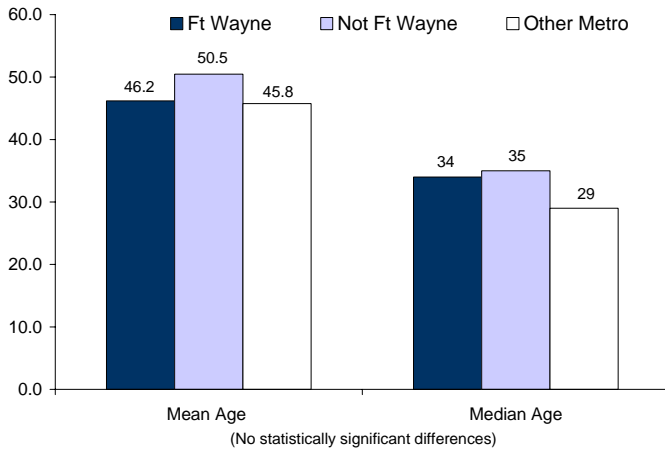
Figure 3: Number of nonprofit FTE staff, by region



Note: Fort Wayne n=205; Not Fort Wayne n=1836; Other Metro n=1034

- **Year of Establishment:** Similar to nonprofits throughout the state and in other metro areas, the mean age of Fort Wayne nonprofits is 46 years. The median age is 12 years younger than that, at 34 years old, indicating that there are a few very old organizations. See Figure 4.

Figure 4: Nonprofit age, by region

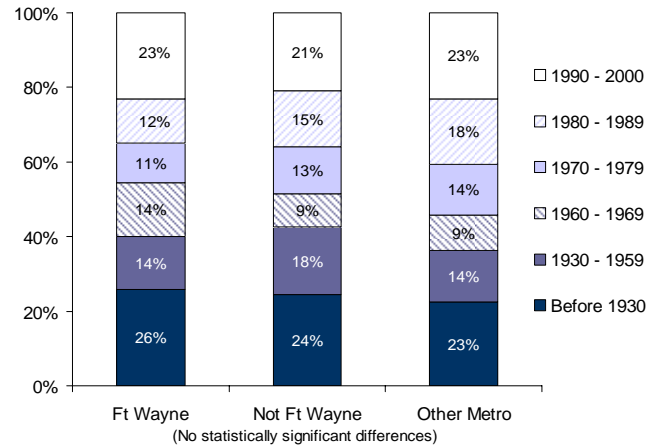


Note: Fort Wayne n=206; Not Fort Wayne n=1829; Other Metro n=1050

- Just over one-fourth (26 percent) of nonprofits in Fort Wayne were established before 1930 and just under one-fourth (23 percent) between 1990

and 2000. This pattern is very similar to nonprofits statewide and in other metro areas. See Figure 5.

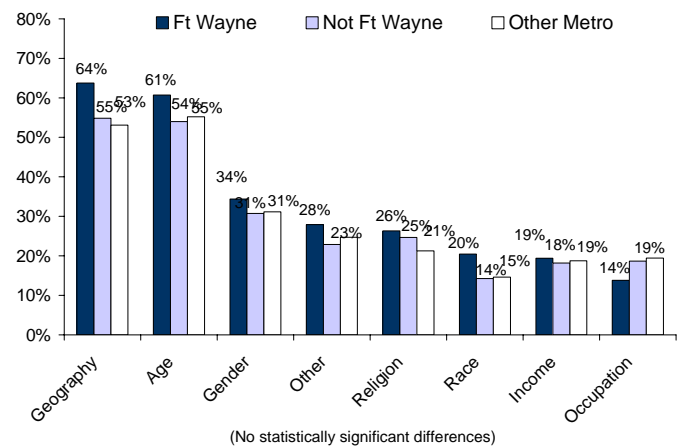
Figure 5: Year of establishment, by region



Note: Fort Wayne n=206; Not Fort Wayne n=1829; Other Metro n=1050

- **Program Targeting:** As with nonprofits across the state and in other metro areas, geographic location (64 percent) and age (61 percent) are the most common targets for programs offered by Fort Wayne nonprofits. See Figure 6.⁷

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



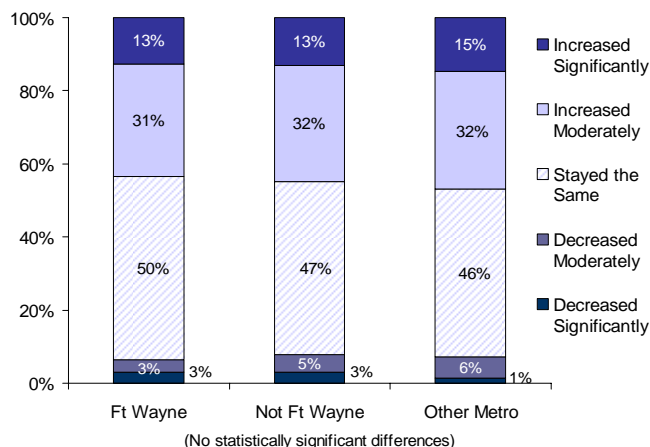
Note: Fort Wayne n=151-179; Not Fort Wayne n=1437-1572; Other Metro n=804-888

- **Change in Demand:** Demand for programs and services increased for just under half (44 per-

⁷ The apparent differences in targeting based on geography between Fort Wayne and Other Metro, suggested by Figure 6, are only marginally significant.

cent) of Fort Wayne nonprofits, including 13 percent that report it increased significantly. Demand stayed the same for 50 percent of Fort Wayne nonprofits and decreased for only 6 percent. This is on par with nonprofits in the rest of the state and other metro areas. See Figure 7.

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



Note: Fort Wayne n=210; Not Fort Wayne n=1878; Other Metro n=1062

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 The financial condition of Fort Wayne nonprofits is very similar to that of other nonprofits throughout the state and in other metro 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 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).

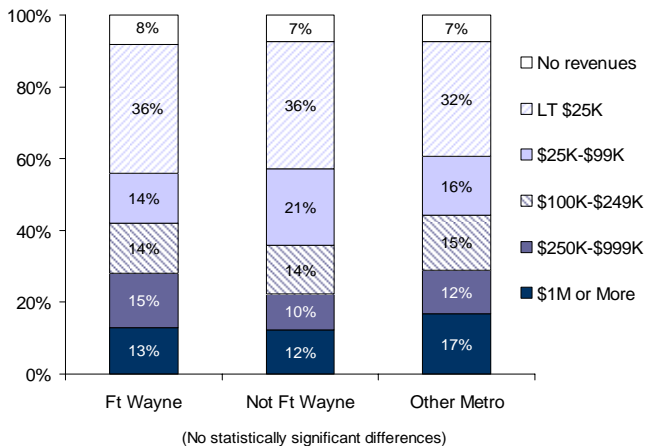
⁸ For a more detailed analysis see Kirsten A. Grønberg & Richard M. Clerkin, *Indiana Nonprofits: Managing Financial and Human Resources*, Report #4. August 2004. Available online: <http://www.indiana.edu/~nonprof/results/npsurvey/insmanag.html>

- **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.

• **Fort Wayne Nonprofits:**

- **Amount of Revenues:** Fort Wayne nonprofits report median revenues of \$50,000. Over two-fifths (44 percent) of Fort Wayne nonprofits report revenues under \$25,000, which includes 8 percent that have no revenues at all, while only 13 percent have revenues over \$1 million. This is on par with nonprofits statewide and in other metro areas. See Figure 8.

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

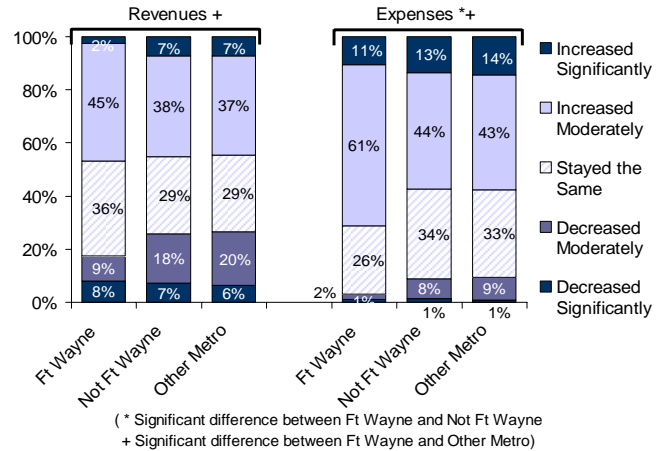


Note: Fort Wayne n=180; Not Fort Wayne n=1544; Other Metro n=864

- **Change in Revenues and Expenses:** Reflecting the statewide pattern, the majority of Fort Wayne nonprofits indicate that their revenues stated the same (36 percent) or increased moder-

ately (45 percent). Fort Wayne nonprofits are significantly less likely to indicate that their revenues decreased (17 percent), compared to other metro area nonprofits who say the same (26 percent). See Figure 9.⁹

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



Note: Fort Wayne n=175; Not Fort Wayne n=1604; Other Metro n=901

- Fort Wayne nonprofits are more likely to report that their expenses increased moderately (61 percent) than are nonprofits in the rest of the state (44 percent) and in other metro areas (43 percent), which suggests that Fort Wayne nonprofits are more likely to face financial stress than nonprofits elsewhere in the state.

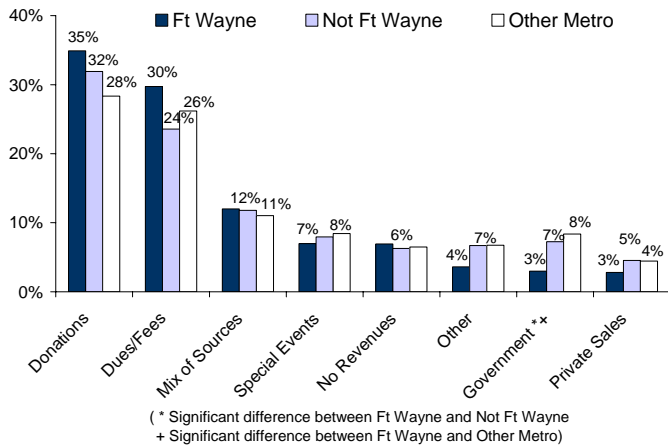
- **Funding Sources:** Similar to nonprofits elsewhere, Fort Wayne nonprofits are most likely to rely extensively on donations (35 percent) or dues/fees (30 percent). Only 3 percent of Fort Wayne nonprofits indicate that more than one-half of their revenues come from government. This is significantly lower than statewide (7 percent) and other metro area nonprofits (8 percent). See Figure 10.

- **Change in Funding Sources:** Forty percent of Fort Wayne nonprofits report that funding from donations stayed the same, while another 40 percent report that donations increased moderately. The majority of Fort Wayne nonprofits report that funding from dues/fees and special

⁹ The apparent differences between Fort Wayne and Not Fort Wayne in revenues that decreased moderately suggested by Figure 9, are only marginally significant.

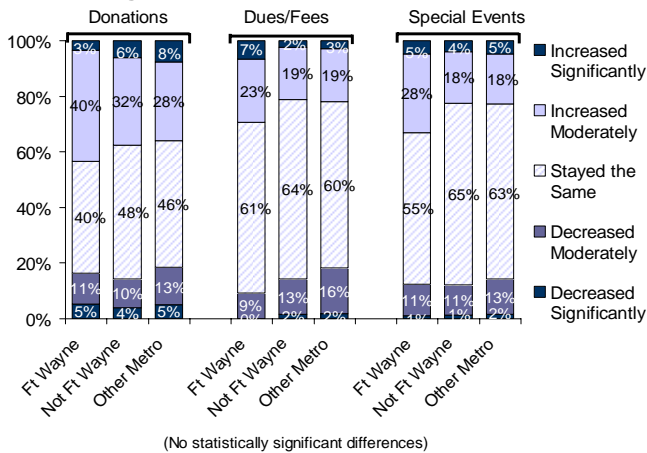
events stayed the same (61 percent and 55 percent, respectively), with approximately one-quarter each reporting that funding from those sources increased moderately (23 percent and 28 percent, respectively). Changes in revenues from these sources reflect similar changes elsewhere in the state. See Figure 11.

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



Note: Fort Wayne n=205; Not Fort Wayne n=1793; Other Metro n=1004

Figure 11: Percent reporting changes in revenues from donations, dues or fees, or special events by region

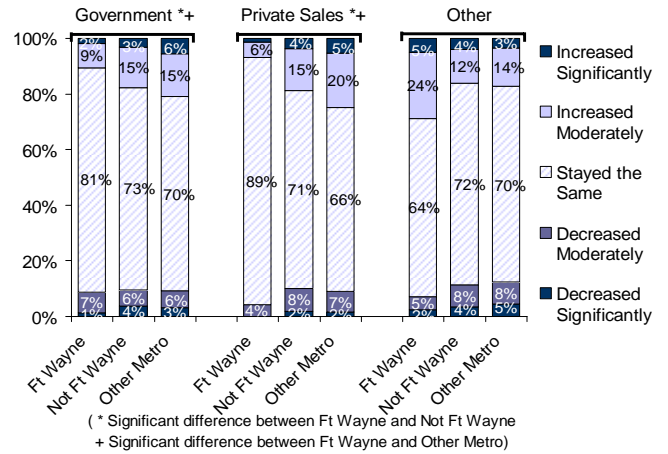


Note: Fort Wayne n=110-148; Not Fort Wayne n=1074-1327; Other Metro n=574-710

- Fort Wayne nonprofits are more likely than nonprofits throughout the state and in other metro areas to report that revenues from government sources stayed the same (81 percent vs. 73 percent and 70 percent). Nonprofits in Fort Wayne

are also more likely than those counterparts to report that funding from private sales stayed the same (89 percent vs. 71 percent and 66 percent). See Figure 12.¹⁰

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



Note: Fort Wayne n=78-98; Not Fort Wayne n=871-886; Other Metro n=457-465

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 Fort Wayne nonprofits face the same challenges to other Indiana nonprofits and possess a similar 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.

¹⁰ The apparent differences, suggested by Figure 12, between Fort Wayne and Not Fort Wayne / Other Metro in the change in revenues from other sources, are not statistically significant.

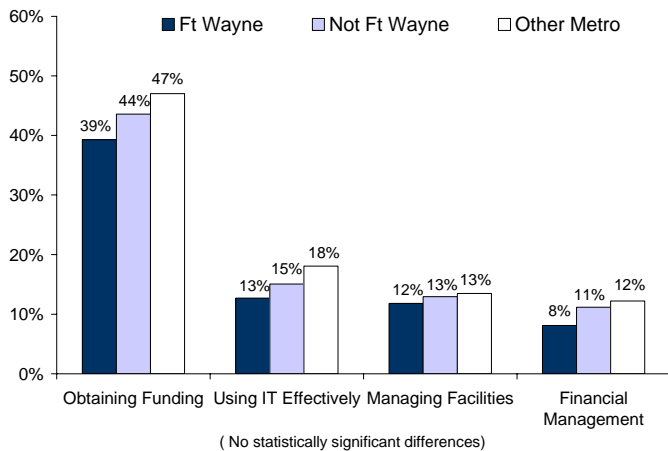
- Nonprofits that rely on government sources for more than half of their revenues are more likely to report financial management challenges than nonprofits with other resource dependencies (83 percent of government-dependent nonprofits say obtaining funding is a major challenge vs. 43 percent of nonprofits 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.

• **Fort Wayne Nonprofits:**

- **Challenges in Financial Management:** Fort Wayne nonprofits are not immune to the financial challenges that nonprofits face in other metro areas and in the state more generally. About two-fifths (39 percent) say that obtaining funding is a major challenge, although relatively few indicate that using information technology (13 percent), managing facilities (12 percent), and financial management (8 percent) are challenges. See Figure 13.

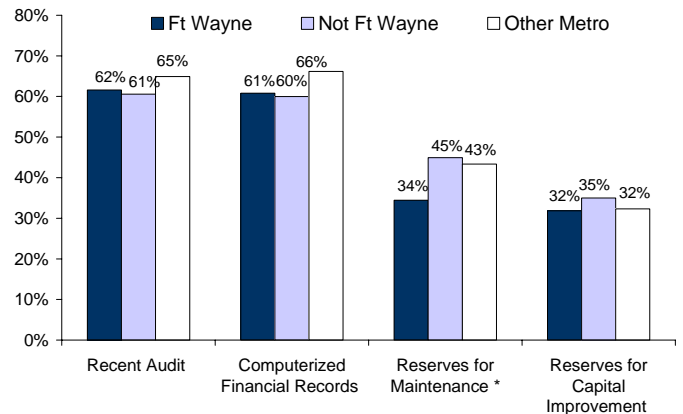
Figure 13: Percent of nonprofits that indicate select issues are a major challenge, by region



Note: Fort Wayne n=189-191; Not Fort Wayne n=1755-1761; Other Metro n=995-1003

- **Financial Management Tools:** Like nonprofits throughout the state and in other metro areas, many nonprofits in Fort Wayne have acquired tools to help them address potential or real financial challenges. A majority of Fort Wayne nonprofits have employed recent audits (62 percent) and have computerized financial records (61 percent). See Figure 14.

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



(* Significant difference between Ft Wayne and Not Ft Wayne)

Note: Fort Wayne n=196-199; Not Fort Wayne n=1802-1826; Other Metro n=1017-1033

- Fort Wayne nonprofits are less likely than nonprofits statewide to have financial reserves for maintenance (34 percent vs. 45 percent). About one-third of Fort Wayne nonprofits have reserves for capital improvements, which is on par with the trend elsewhere in the state.

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 Fort Wayne nonprofits face very similar challenges to and possess the same tools as other Indiana nonprofits.

• **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

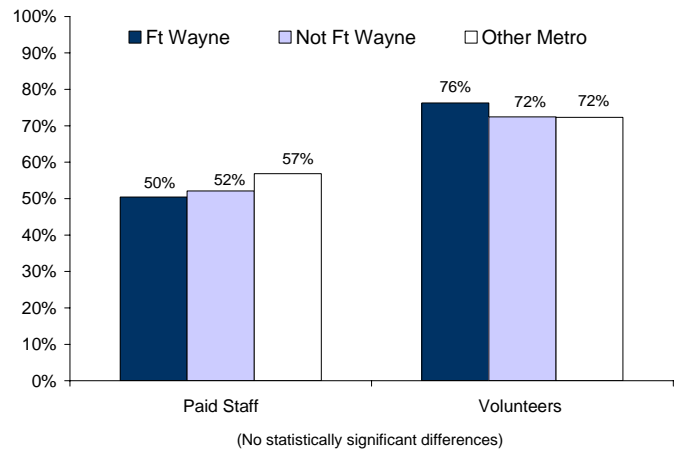
are essential or very important to their organization. Volunteers tend to be more important to older nonprofits than to younger ones.

- **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.

• **Fort Wayne Nonprofits:**

- **Paid and Volunteer Staff:** Like their counterparts in the rest of the state and in other metro areas, half of Fort Wayne nonprofits use paid staff (50 percent) and three-quarters (76 percent) utilize volunteers (other than board members). See Figure 15.

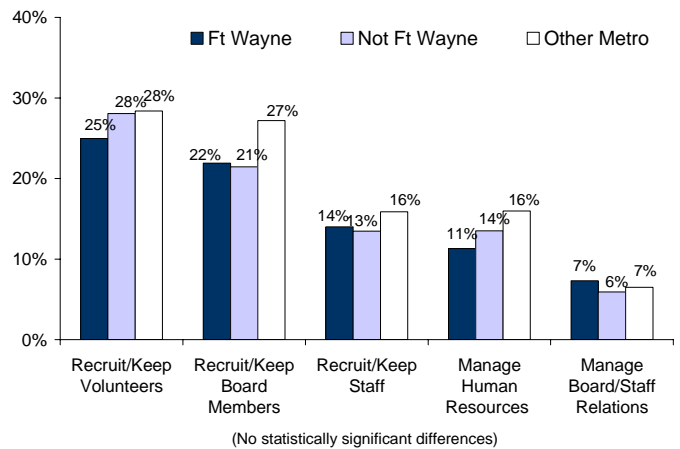
Figure 15: Percent of nonprofits that use paid staff and/or volunteers, by region



Note: Fort Wayne n=209-210; Not Fort Wayne n=1854-1879; Other Metro n=1051-1063

- **Challenges:** Fort Wayne nonprofits are no more or less likely than other nonprofits in the state to indicate that recruiting and retaining volunteers (25 percent), board members (22 percent), and staff (14 percent) are major challenges. The same is true for managing human resources (11 percent) or board and staff relations (7 percent). See Figure 16.

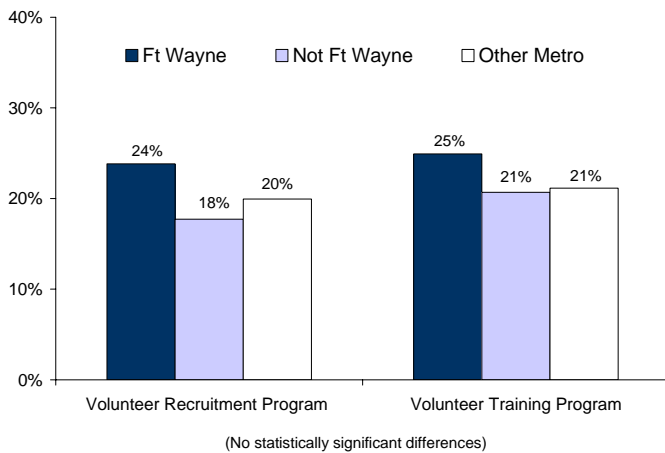
Figure 16: Percent of nonprofits that indicate selected issues are a major challenge, by region



Note: Fort Wayne n=190-226; Not Fort Wayne n=1739-1980; Other Metro n=991-1123

- **Tools:** One quarter of Fort Wayne nonprofits have a formal volunteer recruitment program (24 percent) and volunteer training program (25 percent). This is on par with nonprofits throughout Indiana and in other metro areas. See Figure 17.

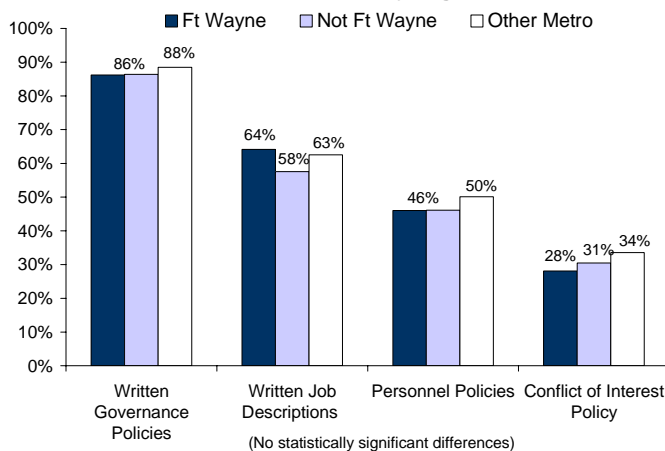
Figure 17: Percent of nonprofits that have selected organizational components, by region



Note: Fort Wayne n=197-198; Not Fort Wayne n=1801-1814; Other Metro n=1016-1027

- Similar to other Indiana nonprofits statewide and in other metro areas, most Fort Wayne nonprofits have written governance policies (86 percent) and almost two-thirds (64 percent) have written job descriptions. Personnel policies are in place for 46 percent of Fort Wayne nonprofits and 28 percent have formal conflict of interest policies. See Figure 18.

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



Note: Fort Wayne n=194-200; Not Fort Wayne n=1789-1831; Other Metro n=1010-1033

Other Management Challenges and Capacities:

We asked Indiana nonprofits about other challenges they face and the IT tools they have to address various challenges. We find that Fort Wayne nonprofits face similar

challenges to nonprofits statewide and in other metro areas. They are also likely to have similar IT tools.

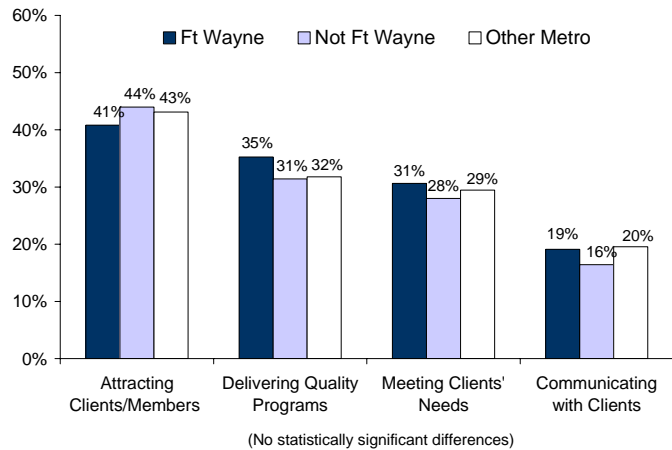
- Indiana Nonprofits:**

- 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 reporting 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.

• **Fort Wayne Nonprofits:**

- **Program Challenges:** Attracting clients/members is the most common challenge reported by Fort Wayne nonprofits (41 percent), and around one-third report that delivering quality programs (35 percent) and meeting clients' needs (31 percent) are major challenges. Nineteen percent report that communicating with clients is a challenge. In all of these respects, Fort Wayne nonprofits are very similar to nonprofits throughout the state and in other metro areas. See Figure 19.

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

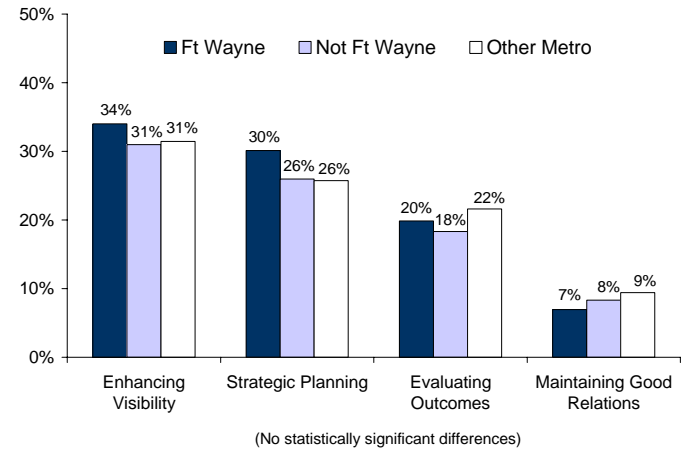


Note: Fort Wayne n=194-226; Not Fort Wayne n=1769-1980; Other Metro n=1008-1123

- Enhancing visibility is a major challenge for one-third (34 percent) of Fort Wayne nonprofits; strategic planning for 30 percent; evaluating programs for 20 percent; and maintaining good relations for 7 percent. Again, the frequency with which Fort Wayne nonprofits report specific challenges is very similar to that of other nonprofits throughout Indiana. 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 to date with funding opportunities and deadlines, and retrieve important information and data from the Internet. While nearly three-quarters (71 percent) of Fort Wayne nonprofits have computers, only one-half are connected to the Internet (55 percent) or have an organizational e-mail address (49 percent). An even smaller per-

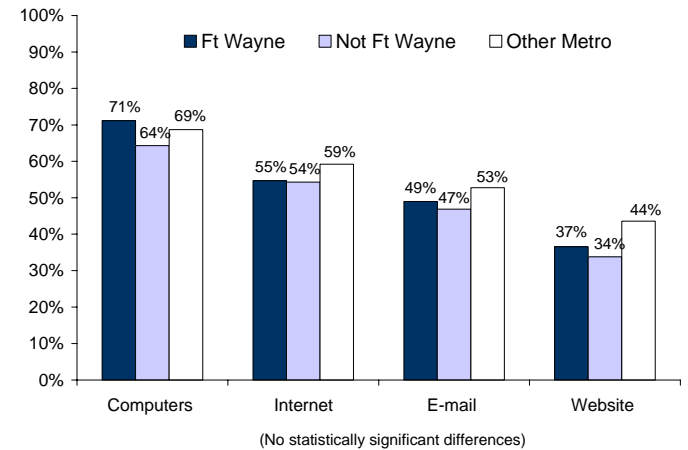
centage has an organizational website (37 percent). Fort Wayne nonprofits possess these technology tools at a similar rate as nonprofits statewide and in other metro areas. See Figure 21.

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



Note: Fort Wayne n=226; Not Fort Wayne n=1980; Other Metro n=1123

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



Note: Fort Wayne n=196-200; Not Fort Wayne n=1798-1834; Other Metro n=1023-1035

III. AFFILIATIONS, COLLABORATIONS AND COMPETITION

Formal Affiliations: We asked Indiana nonprofits whether they are affiliated with another organization as a headquarter, local subsidiary, or in another way.¹¹ Fort Wayne nonprofits are nearly identical to other nonprofits statewide and in metropolitan areas in terms of formal associations, but they are more likely to receive funding from federated funders, including religious funders.

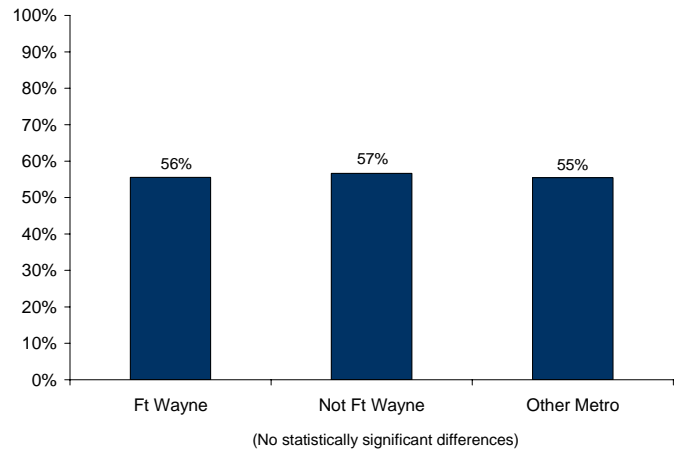
- **Indiana Nonprofits:**

- **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. 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).
- **Grants 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.

- **Fort Wayne Nonprofits:**

- **Affiliations:** Just over half (56 percent) of Fort Wayne nonprofits report that they are formally affiliated with another organization in some way, which is almost identical to the proportion of statewide and other metro area nonprofits that also report affiliations. See Figure 22.

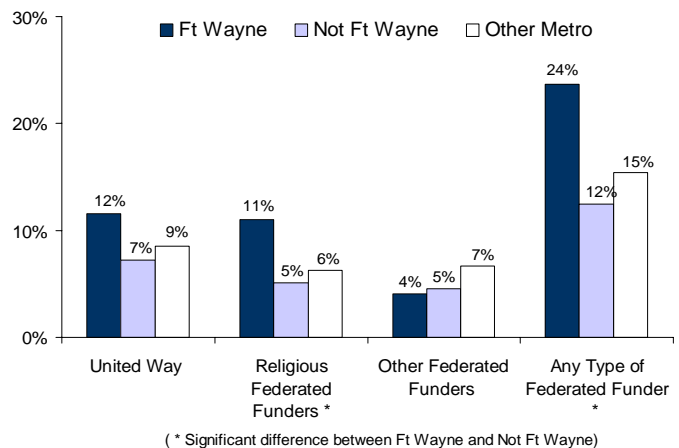
Figure 22: Percent of nonprofits formally affiliated with another organization, by region



Note: Fort Wayne n=210; Not Fort Wayne n=1871; Other Metro n=1069

- **Support from Federated Funders:** Some 12 percent of Fort Wayne nonprofits indicate that they received funding from the United Way during the past fiscal year, which is on par with nonprofits statewide and in other metro areas. However, Fort Wayne nonprofits are more likely to report that they received grants from religious federated funders (11 percent vs. 5 percent) and from any type of federated funder (24 percent vs. 12 percent) than their counterparts statewide. See Figure 23.¹²

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



(* Significant difference between Ft Wayne and Not Ft Wayne)
 Note: Fort Wayne n=192-195; Not Fort Wayne n=1723-1733; Other Metro n=954-961

¹¹ 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>

¹² The apparent difference between Fort Wayne and Other Metro in the number that receive support from any type of federated funder, suggested by Figure 23, is only marginally significant.

Networks and Collaborations: We asked Indiana nonprofits whether they participate in formal collaborations or informal networks with other entities. Fort Wayne nonprofits follow the same pattern of networks and collaboration as nonprofits in the rest of the state and in other metro areas.

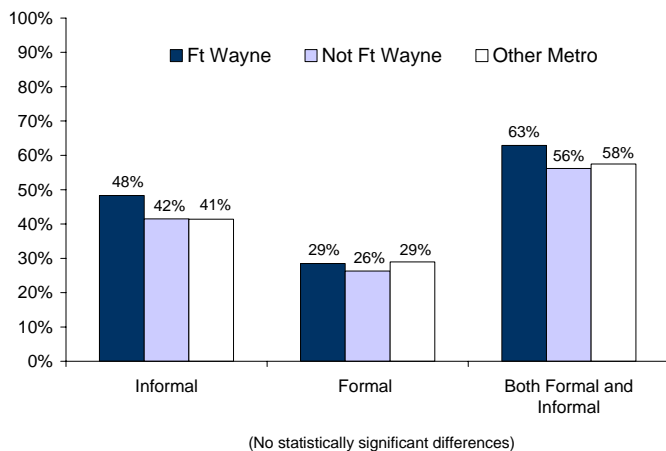
- **Indiana Nonprofits:**

- 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.

- **Fort Wayne Nonprofits:**

- The majority (63 percent) of Fort Wayne nonprofits participate in both formal and informal network relationships with other organizations. Almost one-half (48 percent) of Fort Wayne nonprofits are involved in informal relationships, while nearly one-third (29 percent) are involved in formal relationships. This pattern mirrors the pattern seen throughout Indiana and in other metro areas. See Figure 24.

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



Note: Fort Wayne n=203-207; Not Fort Wayne n=1822-1862; Other Metro n=1040-1061

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 the relationship. We found that Fort Wayne nonprofits have similar patterns of collaboration as do other nonprofits statewide and in other metro areas.

- **Indiana Nonprofits:**

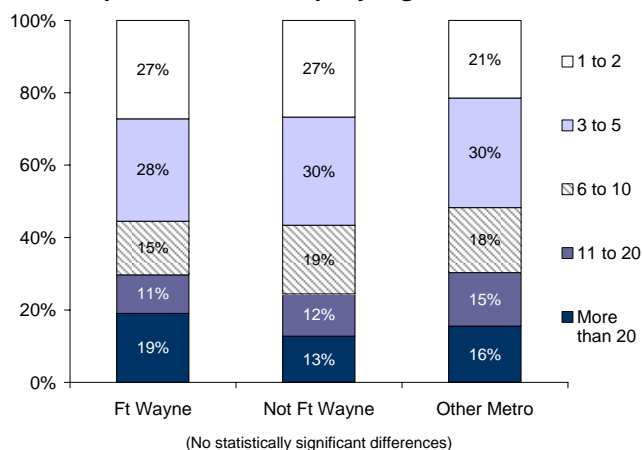
- **Size of Networks:** The median number of organizations in Indiana nonprofits’ most important network or collaboration is five, although the number is disproportionately higher for health nonprofits and for religion nonprofits that provide human services.
- Nonprofits that are small in size and lack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

- **Fort Wayne Nonprofits:**

- **Size of Networks:** The networks in which Fort Wayne nonprofits participate are similar in size to those of their counterparts in the rest of the state and in other metro areas. More than half (55 percent) report that there are between 1 and 5 organizations in their most important relationship. See Figure 25.
- **Types of Organizations in Networks:** Like nonprofits in the rest of the state and in other metro areas, Fort Wayne nonprofits are most likely to

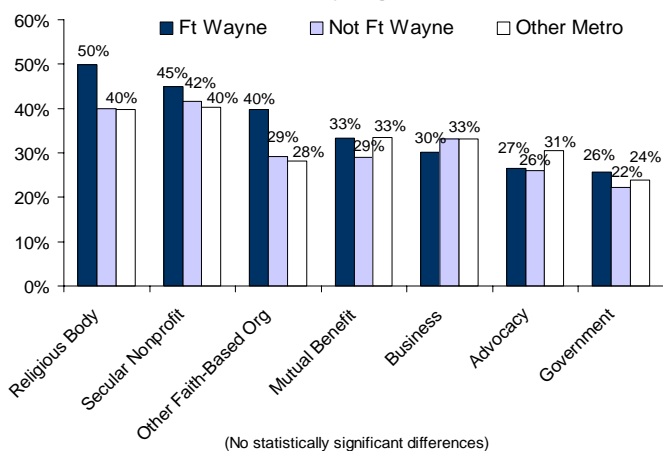
name religious bodies and secular service organizations (50 percent and 45 percent, respectively) in their most important relationship. Two-fifths report the presence of other faith-based organizations in their most important relationship; one-third each name mutual benefit organizations and businesses; and one-quarter each name advocacy organizations and government. See Figure 26.¹³

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



Note: Fort Wayne n=102; Not Fort Wayne n=797; Other Metro n=478

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



Note: Fort Wayne n=122-126; Not Fort Wayne n=973-990; Other Metro n=580-591

¹³ The apparent difference between Fort Wayne and Other Metro in the percent that report other faith-based organizations in their most important relationship is only marginally significant, while the apparent difference in the percent that name religious bodies as members of those networks, also suggested by Figure 26, is not statistically significant.

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. We found that, for the most part, Fort Wayne nonprofits resemble other nonprofits in their perceptions of the effects of collaboration, though they are more likely to consider it easier to recruit staff and harder to recruit board members as a result of their collaborations.

• **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.

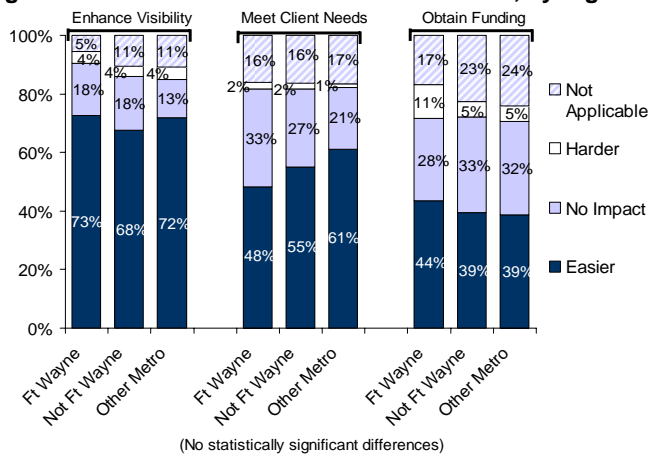
• **Fort Wayne Nonprofits:**

- For the most part, nonprofits in Fort Wayne report the effect of collaborations in very similar ways as do nonprofits in other metro areas and statewide. Nearly three-quarters (73 percent) of Fort Wayne nonprofits indicate that participating in networks and collaborations helps enhance their visibility or reputation. Approximately half (48%) also say that their relationships make it easier to meet client or member needs. Inter-organizational relationships make obtaining funding easier for 44 percent of Fort Wayne nonprofits. See Figure 27.¹⁴
- While the rate at which Fort Wayne nonprofits report the effects of collaboration on recruiting volunteers closely mirrors that reported by nonprofits in other areas, Fort Wayne nonprofits are significantly more likely than nonprofits statewide to say that networks make recruiting staff easier (33 percent vs. 18 percent) and significantly more likely than nonprofits in other metro areas to say that they make recruiting board

¹⁴ The apparent difference between Fort Wayne and Other Metro regarding meeting client needs, suggested by Figure 27, is not statistically significant.

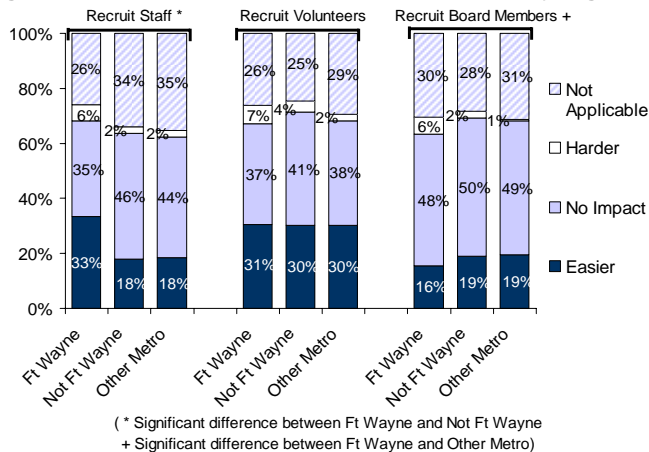
members harder (6 percent vs. 1 percent). See Figure 28.¹⁵

Figure 27: Effects of collaboration or networks, by region



Note: Fort Wayne n=120-124; Not Fort Wayne n=914-916; Other Metro n=550-551

Figure 28: Effects of collaboration or networks, by region



Note: Fort Wayne n=121-122; Not Fort Wayne n=906-916; Other Metro n=543-551

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. Nonprofits in Fort Wayne are less likely than their counterparts in the rest of the state and other metro areas to report any competition with some other organization, though the rate at which Fort Wayne nonprofits report competition in specific activities and with specific kinds of organizations does not differ significantly from that reported by nonprofits elsewhere.

¹⁵ The apparent difference between Fort Wayne and Other Metro regarding the effects of collaboration on recruiting staff, suggested by Figure 28, is only marginally significant.

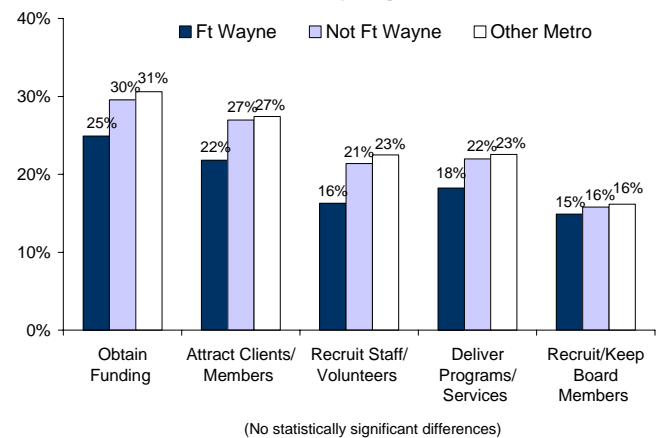
• **Indiana Nonprofits:**

- **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 likely to compete than those that do not.

• **Fort Wayne Nonprofits:**

- **Extent of Competition:** One-quarter of Fort Wayne nonprofits report experiencing competition in obtaining funding, and fewer than that report experiencing competition in attracting clients/members, recruiting volunteers/staff, delivering programs/services, or recruiting/keeping board members. These patterns of competition are similar to those found elsewhere in the state in terms of these activities. See Figure 29.

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

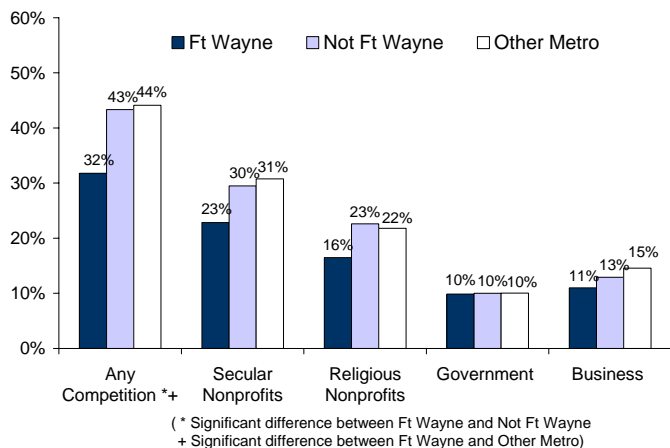


Note: Fort Wayne n=226; Not Fort Wayne n=1980; Other Metro n=1123

- **Types of Competitors:** There may be no significant difference in the level of competition Fort

Wayne nonprofits report related to the different activities specified in Figure 30, but Fort Wayne nonprofits are significantly less likely than nonprofits statewide or in other metro areas to report any competition generally with any kind of entity (32 percent vs. 43 percent and 44 percent). See Figure 30.¹⁶

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



Note: Fort Wayne n=226; Not Fort Wayne n=1980; Other Metro n=1123

- In patterns similar to those reported by nonprofits statewide and in other metro areas, 23 percent of Fort Wayne nonprofits report competition with secular nonprofits, 16 percent with religious nonprofits, 10 percent with government, and 11 percent with business.

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.¹⁷ Fort Wayne nonprofits are very similar to their counterparts across the state and in other metro areas in their perceptions of changes in community conditions and subsequent impacts, with only one exception.

- **Indiana Nonprofits:**

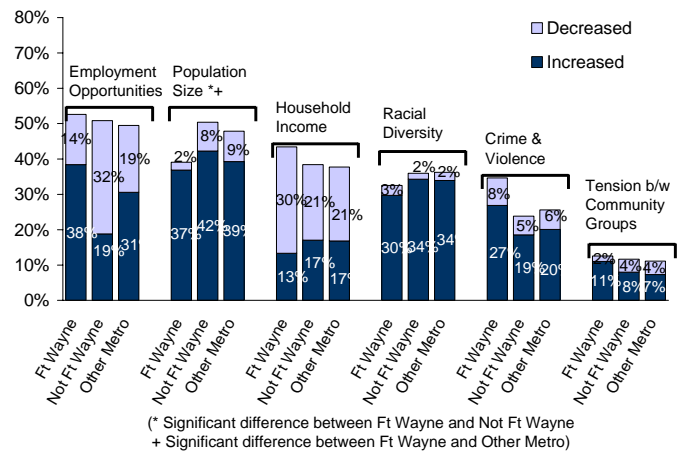
- **Changes in Community Conditions:** The majority of Indiana nonprofits report that one or more of the seven community conditions changed in their communities during the last three years and half report that multiple conditions changed. Overall, perceptions of changes in community conditions depend 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.

¹⁶ The apparent difference between Fort Wayne and Other Metro in the percentage reporting competition with secular nonprofits, suggested by Figure 30, is only marginally significant.

¹⁷ For 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.

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



Note: Fort Wayne n=173-186; Not Fort Wayne n=1492-1620; Other Metro n=821-887

• **Fort Wayne Nonprofits:**

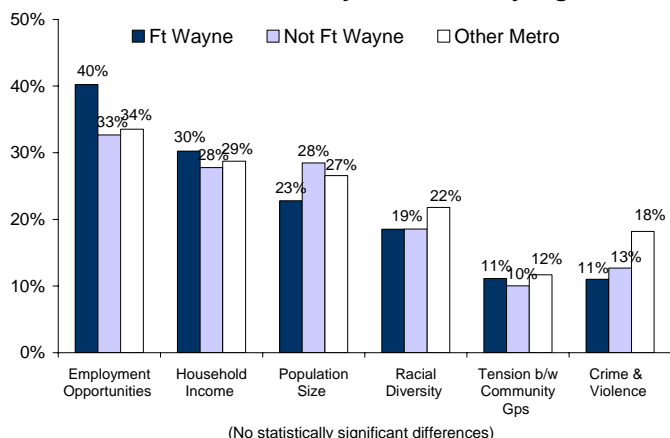
- **Changes in Community Conditions:** Fort Wayne nonprofits are most likely to report changes in employment opportunities, with 38 percent saying that opportunities increased and 14 percent saying they decreased. After employment opportunities, the community condition that most noticeably changed for Fort Wayne nonprofits is household income, with 13 percent reporting income increased and 30 percent reporting income decreased. These patterns are generally similar to those reported by nonprofits statewide and in other metro areas. See Figure 31.¹⁸

¹⁸ The apparent differences between Fort Wayne and Not Fort Wayne / Other Metro in the proportion reporting changes in employment opportunities and household income, suggested by Figure 31, are not statistically significant.

- While a similar proportion of Fort Wayne nonprofits as their counterparts statewide report increases in population size, Fort Wayne nonprofits are significantly less likely than nonprofits throughout the state and in other metro areas to report that population size has decreased (2 percent vs. 8 percent and 9 percent).
- One-third of Fort Wayne nonprofits report that levels of racial diversity has changed; 35 percent report changes in crime and violence; and 13 percent report changes in the level of tension between groups in their community. This is similar to nonprofits elsewhere in the state.
- **Impacts from Community Conditions:** Fort Wayne nonprofits report impacts from changes in these community conditions at similar rates as do nonprofits elsewhere in the state. Changes in employment opportunities impact a reported 40 percent of Fort Wayne nonprofits, while changes in household income impact 30 percent. Fewer Fort Wayne nonprofits report impacts from changes in population size (23 percent), racial diversity (19 percent), tension between community groups (11 percent), and crime and violence (11 percent). See Figure 32.¹⁹

¹⁹ The apparent difference between Fort Wayne and Other Metro in the proportion reporting impacts from crime and violence, suggested by Figure 32, is only marginally significant.

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



Note: Fort Wayne n=173-187; Not Fort Wayne n=1498-1630; Other Metro n=825-894

Policy Conditions and Impacts: We asked Indiana nonprofits about changes in five government policies and whether the changes affect their organizations. Apart from more organizations reporting changes in health and safety requirements, Fort Wayne nonprofits have similar experiences with policy conditions and their subsequent impacts as do nonprofits in the rest of the state and other metro areas.

• **Indiana Nonprofits:**

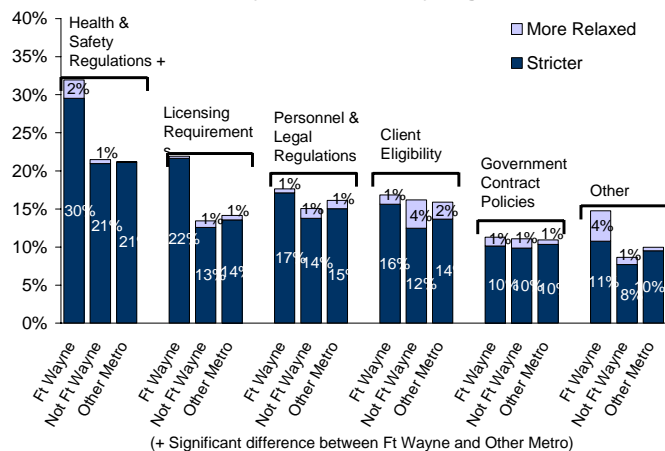
- **Changes in Policies:** More than one-third of Indiana nonprofits indicate that at least some public policies have changed during the last three years, although this varies considerably depending on the type, size, and funding structure of the nonprofit. For almost every policy, health and human services 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 are the most commonly reported (23 percent say that such policies changed). These are 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 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 as when they became more lenient.

• **Fort Wayne Nonprofits:**

- **Changes in Policies:** As is the case with nonprofits statewide, more Fort Wayne nonprofits report changes in policies related to health and safety regulations than in any other policy condition. Fort Wayne nonprofits are also significantly more likely than nonprofits in other metro areas to perceive that those health and safety regulations have gotten more strict (30 percent vs. 21 percent). See Figure 33.

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



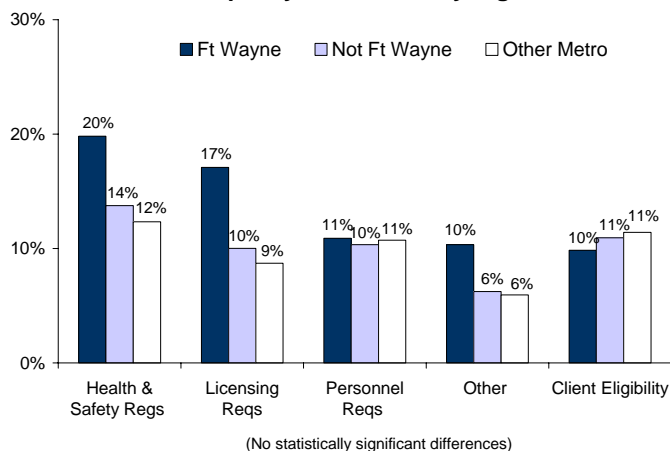
Note: Fort Wayne n=87-157; Not Fort Wayne n=927-1351; Other Metro n=503-736

- Nonprofits in Fort Wayne report changes in other policy conditions at similar rates as nonprofits elsewhere. On the whole, Fort Wayne nonprofits perceive that the selected policy conditions have gotten stricter: 22 percent say that licensing requirements are stricter, with none saying otherwise, and 17 percent say that personnel and legal regulations are stricter, with

only 1 percent reporting that these regulations are more relaxed. Government contract policies are considered stricter by 10 percent of Fort Wayne nonprofits.²⁰

- **Impacts from Policies:** As expected from the fact that Fort Wayne nonprofits are more likely to report changes in health and safety regulations (as discussed previously), they are also more likely than nonprofits in other metro areas to report impacts from these specific policy changes (20 percent vs. 12 percent), though this difference is only marginally significant. On the whole, Fort Wayne nonprofits are similar to their counterparts statewide and other metro areas in their likelihood of perceiving that changes in these selected policy conditions impact their organizations. See Figure 34.²¹

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



Note: Fort Wayne n=87-158; Not Fort Wayne n=933-1356; Other Metro n=508-739

Nonprofit Advocacy: We asked Indiana nonprofits whether they promote positions on certain policy issues or on issues related to the interests of certain groups. Fort Wayne nonprofits participate in advocacy at the same rate as other Indiana nonprofits, metropolitan and

statewide, and they generally devote the same amount of resources towards it.

- **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.

- **Fort Wayne Nonprofits:**

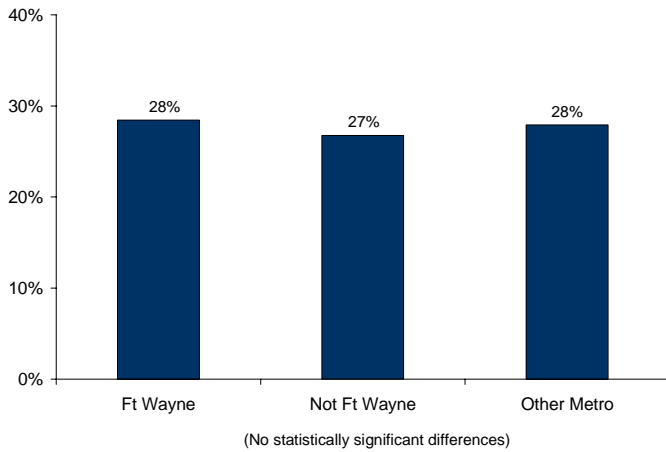
- **Participation in Advocacy:** Fort Wayne nonprofits are nearly identical to their counterparts in other areas of the state in the percent that are involved in advocacy efforts, with 28 percent of nonprofits in Fort Wayne reporting participation in advocacy. See Figure 35.
- **Resources for Advocacy:** Like their counterparts elsewhere, Fort Wayne nonprofits are most likely to devote volunteer time to advocacy (29 percent report spending most of their volunteer

²⁰ The apparent differences between Fort Wayne and Not Fort Wayne in the proportion reporting changes in licensing requirements, and between Fort Wayne and Other Metro in the proportion reporting changes in other policies, suggested by Figure 33, are only marginally significant.

²¹ The difference between Fort Wayne and Other Metro in the impacts felt from changes in licensing requirements, suggested by Figure 34, is only marginally significant.

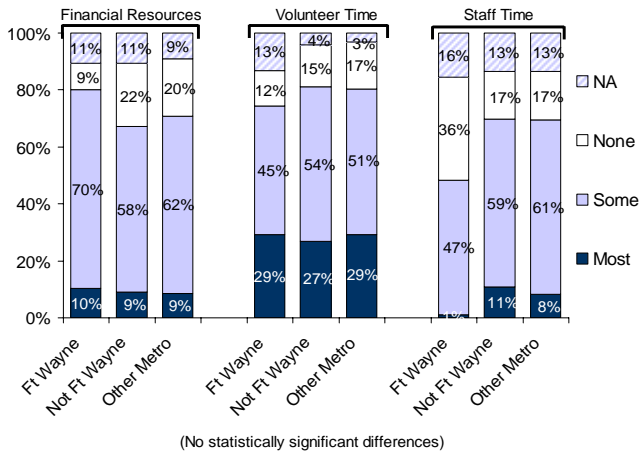
time on advocacy efforts), while 7 in 10 (70 percent) report that they devote some financial resources and nearly half (47 percent) devote some staff time. The proportion of these various resources spent by nonprofits on advocacy efforts is very similar across regions. See Figure 36.²²

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



Note: Fort Wayne n=197; Not Fort Wayne n=1765; Other Metro n=1000

Figure 36: Percent of nonprofits that devote selected resources to advocacy efforts, by region



Note: Fort Wayne n=45-51; Not Fort Wayne n=445-487; Other Metro n=274-292

²² The apparent differences between Fort Wayne and Not Fort Wayne / Other Metro in the financial resources and staff time spent on advocacy, suggested by Figure 36, are not statistically significant.

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
	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)		
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)	
	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

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 Borntreger 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 Borntreger. 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

- Fort Wayne Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Abigail Powell, Andrea Lewis, and Patricia Borntreger 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 Borntreger 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

- 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).
- Fort Wayne 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/FortWayneempl05.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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