



INDIANA NONPROFITS

Scope and Community Dimensions

Nonprofit Survey Series
Community Report #5

INDIANAPOLIS 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
AND
PATRICIA BORNTRAGER TENNEN



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Copies of this report are available on the Indiana Nonprofit Sector website (www.indiana.edu/~nonprof).

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THE JOHNS HOPKINS
NONPROFIT EMPLOYMENT
DATA PROJECT

KIRSTEN A. GRØNBJERG
AND
PATRICIA BORNTRAGER TENNEN,

NOVEMBER 2006

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INTRODUCTION:

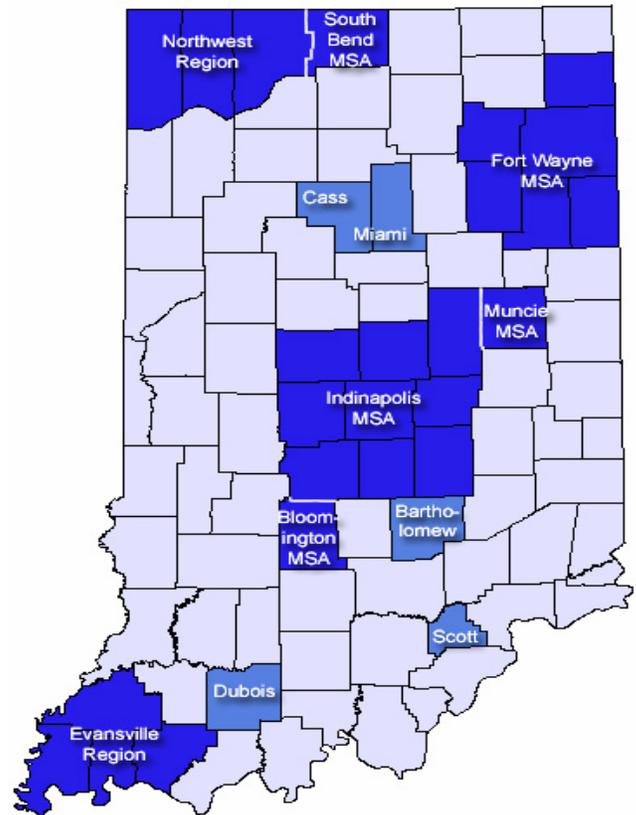
As part of the *Indiana Nonprofits: Scope and Community Dimensions* project, we and a team of colleagues have undertaken a comprehensive study of the nonprofit sector in Indiana. Through a series of reports, we have looked broadly at the distribution of different types of nonprofits across the state, 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 – the Indianapolis 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, including 254 in the Indianapolis metropolitan region. 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 Indianapolis metropolitan region to include Boone, Hancock, Hamilton, Hendricks, Johnson, Madison, Marion, Morgan and Shelby counties.² We compare Indianapolis nonprofits to all other nonprofits in the state (labeled in the figures that follow as “Not Indianapolis”). We also compare Indianapolis nonprofits to nonprofits in six other Indiana metropolitan areas: Fort Wayne, 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 Indianapolis nonprofits to all other nonprofits in the state (i.e. Indianapolis vs. Not Indianapolis); the other compares Indianapolis nonprofits to other metro area nonprofits (i.e. Indianapolis 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. 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 Indianapolis, the impact of community and policy changes on them, their relationships with other organizations, and their

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 Indianapolis” and “Other Metro” categories are not mutually exclusive, in that all Other Metro nonprofits are included in the Not Indianapolis category.

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

KEY FINDINGS:

Our report shows that Indianapolis 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 Indianapolis nonprofits deviate from those located elsewhere in the state (keeping in mind that overall, they are far more similar than dissimilar).

- **Fewer environmental nonprofits.** Only 1 percent of nonprofits in Indianapolis focus on the environment, a notably smaller percentage than other nonprofits statewide and in other metro areas.
- **Greater numbers of paid employees.** Some two-fifths (41 percent) of Indianapolis nonprofits have at least 2.5 full-time equivalent employees (FTEs), including 14 percent with more than 15 employees. In contrast, only 27 percent of nonprofits in the rest of the state have more than 2.5 employees.
- **Indianapolis nonprofits are younger.** Nearly half (48 percent) of Indianapolis nonprofits were established in 1980 or later, compared to just under one-third of nonprofits in the rest of the state (31 percent) and other metro areas (32 percent).
- **Greater revenues.** Almost one-fourth (24 percent) of Indianapolis nonprofits have revenues of \$1 million or more, compared to only 8 percent of nonprofits in the rest of the state and 11 percent of nonprofits in other metro regions.
- **More likely to have “other” major sources of funding.** Some 10 percent of Indianapolis nonprofits name major funding sources other than donations, dues/fees, special events, government, or private sales, compared to only 4 percent of other metro nonprofits.
- **Greater challenges in obtaining funding.** Over half (52 percent) of Indianapolis nonprofits say that obtaining funding is a major challenge, compared to two-fifths of nonprofits throughout the state (40 percent) and in other metro areas (41 percent).
- **More likely to have computerized financial records.** Nearly three-fourths (72 percent) of Indianapolis nonprofits have computerized financial records, compared to 56 percent of nonprofits in the rest of the state and 60 percent of nonprofits in other metro areas.
- **More challenges in recruiting/retaining board members and managing human resources.** One-third (33 percent) of Indianapolis nonprofits report major challenges in recruiting board members, while one-fifth (20 percent) face major challenges in managing human resources—significantly greater percentages than nonprofits statewide (17 percent and 11 percent respectively) and in other metro areas (21 percent and 12 percent respectively).
- **More likely to have written job descriptions.** Two-thirds (67 percent) of Indianapolis nonprofits have written job descriptions, a percentage significantly higher than nonprofits in the rest of the state (55 percent).
- **Greater client challenges.** Meeting clients’ needs (34 percent) and communicating with clients (24 percent) are more often reported as major challenges by Indianapolis nonprofits than nonprofits in the rest of the state (26 percent and 14 to 16 percent, respectively).
- **Greater challenges in evaluating programs.** One-fourth (26 percent) of Indianapolis nonprofits face major challenges in evaluating programs, compared to 16 percent of nonprofits statewide and 18 percent in other metro areas.
- **More information technology tools.** Indianapolis nonprofits are significantly more likely than their counterparts in the rest of the state to have computers (72 percent vs. 62 percent), Internet access (66 percent vs. 50 percent), an organizational email address (58 percent vs. 43 percent) and a website (47 percent vs. 29 percent).
- **Less collaboration with faith-based organizations.** While two-fifths (39 percent) of Indianapolis nonprofits collaborate with religious congregations, only 23 percent report such collaboration with other faith-based organizations, which is notably less than nonprofits statewide (33 percent) and in other metro areas (37 percent).

-
- ***More competition from business and government.*** Indianapolis nonprofits are more likely to report competition from businesses (17 percent) than nonprofits statewide (11 percent). They are also more likely to report competition from government agencies (14 percent) than nonprofits in other metropolitan areas (7 percent).
 - ***Different community conditions.*** Indianapolis nonprofits report fewer decreases in employment opportunities (20 percent), population size (2 percent) and household income (11 percent) than other nonprofits throughout the state and other metro areas. At the same time, they are more likely to report increases in racial diversity (41 percent).
 - ***More impacts from racial diversity, tension between community groups, and crime and violence.*** More than one-fourth (28 percent) of Indianapolis nonprofits report impacts from increased racial diversity, 22 percent from crime and violence, and 16 percent from increased tension between community groups—significantly more than their counterparts across the state and in other metro areas.

I. PROFILE

Missions, Size, Age, Targeting, and Demands: In order to understand Indianapolis'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 Indianapolis nonprofits compare to nonprofits in other metro areas as well as to all other nonprofits in the state.⁶ For the most part, Indianapolis nonprofits resemble other nonprofits in metro and non-metro regions throughout the state, 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).

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. Indianapolis and other regions were described briefly in the appendices of this report. Available online:

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

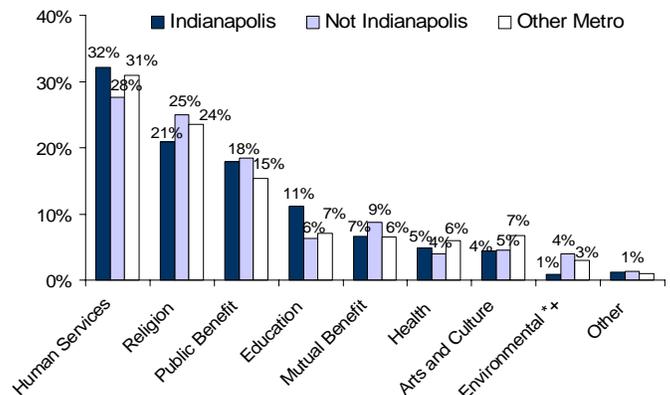
⁶ Please note that "Indiana Nonprofits" refers to all nonprofit organizations captured in the survey; while "Not Indianapolis" (portrayed in the figures) refers to all nonprofits *aside from* Indianapolis nonprofits. Consequently, the data presented for all Indiana nonprofits will not necessarily match 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.

- **Indianapolis Nonprofits:**

- **Fields of Activity:** Similar to the rest of the state and other metro areas, human services is the most prevalent field of activity among Indianapolis nonprofits (32 percent). While only 4 percent of nonprofits in the rest of the state and 3 percent in other metro regions focus on the environment, Indianapolis nonprofits are notably less likely to do so (1 percent). See Figure 2.⁷

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



(* Significant difference between Indianapolis and Not Indianapolis
+ Significant difference between Indianapolis and Other Metro)

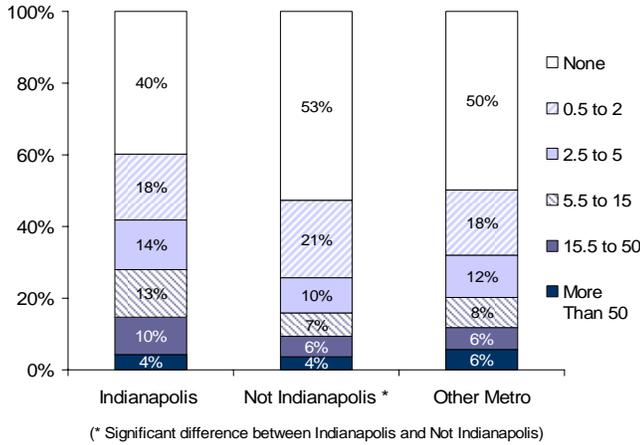
Note: Indianapolis n= 138; Not Indianapolis n=2,068; Other Metro n=1,211

- **Employees:** Indianapolis nonprofits are more likely to have paid staff (61 percent) than are nonprofits elsewhere (53 percent), and they tend to employ more paid staff than their counterparts in the rest of the state. Some two-fifths (41 per-

⁷ Apparent differences in the percentage of education nonprofits are only marginally significant, while apparent difference in the ratio of religion nonprofits are not statistically significant.

cent) of Indianapolis nonprofits have at least 2.5 full-time equivalent (FTE) employees, compared to only 27 percent of nonprofits in the rest of the state. See Figure 3.

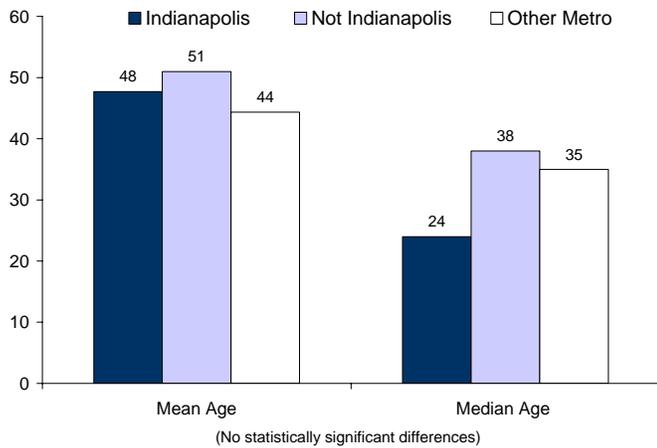
Figure 3: Number of nonprofit FTE staff, by region



Note: Indianapolis n= 237; Not Indianapolis n=1,002; Other Metro n=1,804

- **Year of Establishment:** The mean age of Indianapolis nonprofits is 48 years old, which is on par with nonprofits elsewhere in the state. The median age, however, is quite a bit younger than that, at only 24 years old, which indicates that there are relatively few older organizations in Indianapolis. See Figure 4.⁸

Figure 4: Nonprofit age, by region

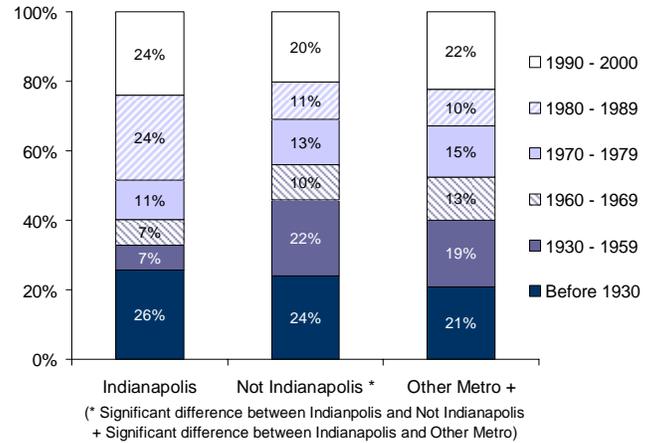


Note: Indianapolis n= 128; Not Indianapolis n=1,907; Other Metro n=1,128

⁸ There is no statistical test for the difference between medians, so apparent differences in the median age of nonprofits in these regions cannot be tested for statistical significance.

- Indianapolis nonprofits tend to be younger than their counterparts throughout the state and in other metro areas. Nearly half (48 percent) of Indianapolis nonprofits were established in 1980 or later, compared to just under one-third of nonprofits in the rest of the state (31 percent) and other metro areas (32 percent). See Figure 5.

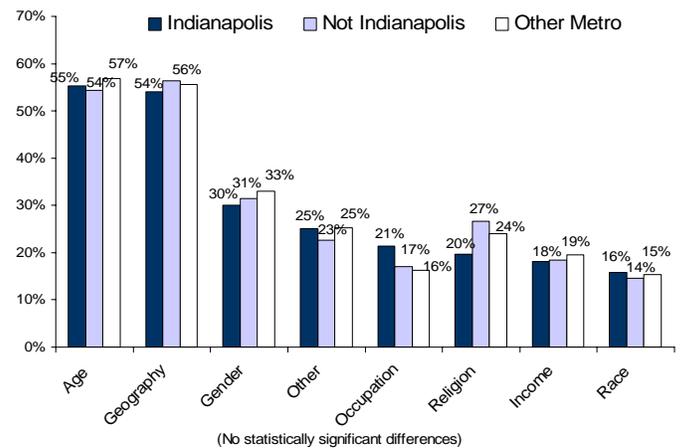
Figure 5: Year of establishment, by region



Note: Indianapolis n= 128; Not Indianapolis n=1,907; Other Metro n=1,128

- **Program Targeting:** Similar to their counterparts in the rest of the state and in other metro areas, Indianapolis nonprofits are most likely to target programs by age (55 percent) or geographical location (54 percent). See Figure 6.

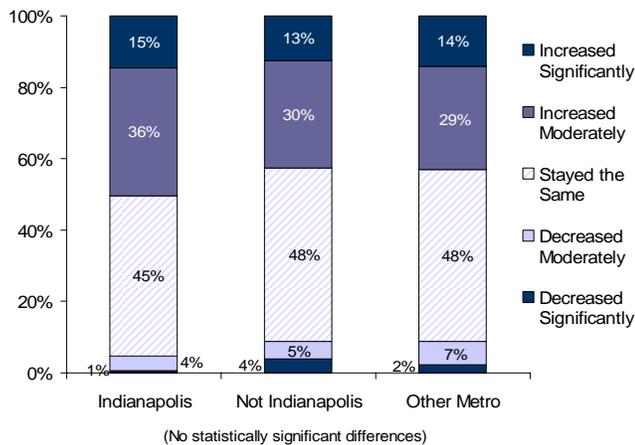
Figure 6: Percent of nonprofits targeting some or all programs to specific groups, by region



Note: Indianapolis n= 198-213; Not Indianapolis n=1,390-1,538; Other Metro n=757-854

- **Change in Demand:** Demand for programs and services increased for just over half (51 percent) of Indianapolis nonprofits, including 15 percent that report it increased significantly. Demand stayed the same for 45 percent of Indianapolis nonprofits and decreased for only 5 percent. This is on par with nonprofits in the rest of the state and in other metro areas. See Figure 7.

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



Note: Indianapolis n= 243; Not Indianapolis n=1,845; Other Metro n=1,029

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.⁹ Overall, the financial condition of Indianapolis nonprofits appears to be similar to 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 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).

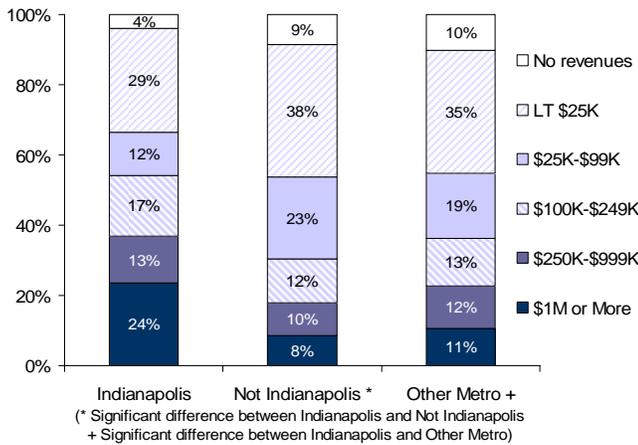
⁹ For a more detailed analysis see Kirsten A. Grønberg & Richard M. Clerkin, *Indiana Nonprofits: Managing Financial and Human Resources*, Report #4. August 2004. Available online: <http://www.indiana.edu/~nonprof/results/npsurvey/insmanag.html>

- **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.

• **Indianapolis Nonprofits:**

- **Amount of Revenues:** The mean revenue reported by Indianapolis nonprofits is \$7.1 million, while the median revenue is \$127,000. Indianapolis nonprofits report significantly greater revenues than nonprofits in the rest of the state or other metro areas. Almost one-fourth (24 percent) of Indianapolis nonprofits have revenues of \$1 million or more, compared to only 8 percent of nonprofits in the rest of the state and 11 percent of nonprofits in other metro regions. See Figure 8.

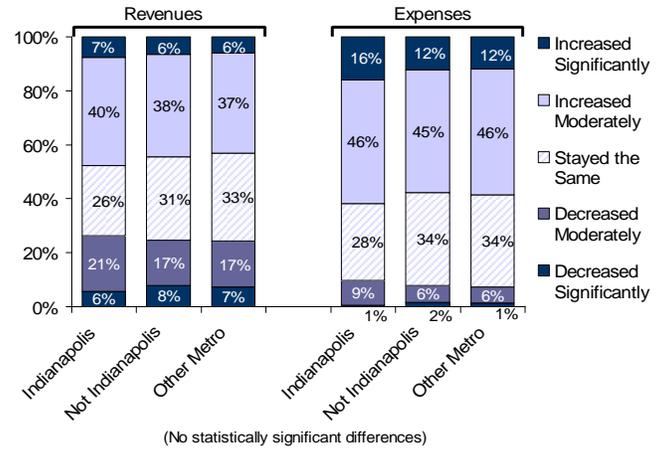
Figure 8: Amount of revenues reported by nonprofits, by region



Note: Indianapolis n= 108; Not Indianapolis n=1,671-1,673; Other Metro n=967-968

- **Change in Revenues and Expenses:** Almost half of Indianapolis nonprofits indicate that their revenues increased moderately (40 percent) or significantly (7 percent) over the last few years. Over one-quarter (26 percent) say revenues stayed the same and 27 percent report decreases. See Figure 9.

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



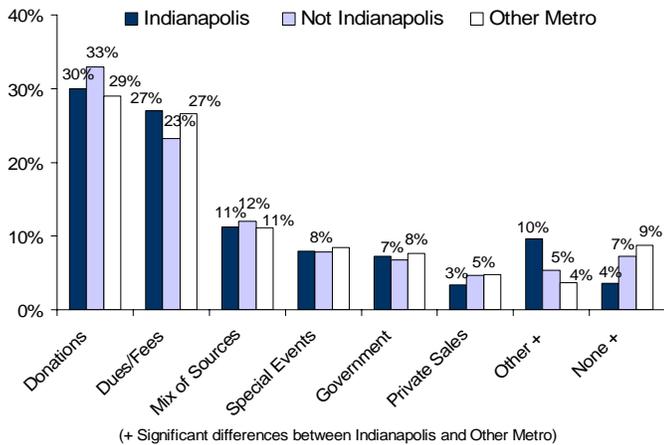
Note: Indianapolis n= 209-213; Not Indianapolis n=1,566-1,572; Other Metro n=863-866

- Expenses increased moderately (46 percent) or significantly (16 percent) for the majority of Indianapolis nonprofits. This is similar to organizations in other metro areas and throughout the state. Indianapolis nonprofits follow the state-wide pattern of more pervasive increases in expenditures than in revenues.
- **Funding Sources:** Like nonprofits in the rest of the state and other metro areas, Indianapolis nonprofits are most likely to get the majority of their revenues from donations (30 percent) or dues/fees (27 percent). Indianapolis nonprofits are significantly more likely to report “other” major sources (10 percent) than are other metro nonprofits (4 percent). They are also significantly less likely to report that they have no major source of funding. See Figure 10.¹⁰
- **Change in Funding Sources:** Reported changes in various sources of revenues were similar to

¹⁰ Apparent differences between Indianapolis and Not Indianapolis in the Other and None categories, suggested by Figure 10, are only marginally significant.

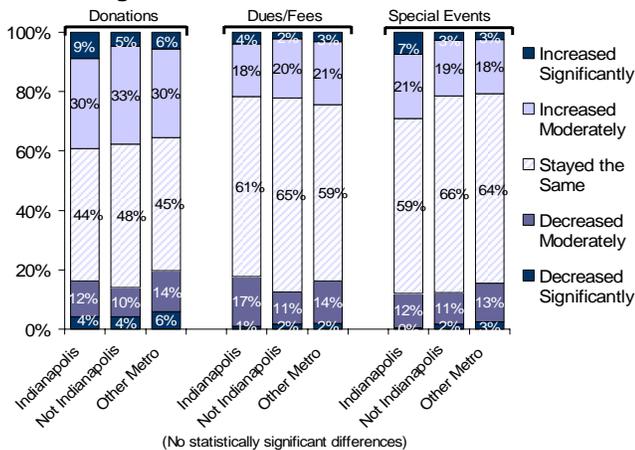
those of nonprofits in the rest of the state and in other metro areas. See Figure 11.

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



Note: Indianapolis n= 224; Not Indianapolis n=1,774; Other Metro n=985

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

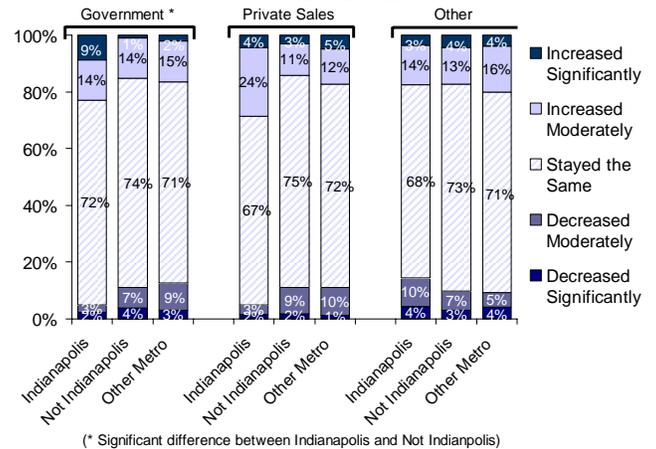


Note: Indianapolis n= 144-170; Not Indianapolis n=1,040-1,305; Other Metro n=540-688

- Revenue from donations increased for nearly two-fifths (39 percent) of Indianapolis nonprofits, stayed the same for 44 percent, and decreased for 16 percent.
- The majority of Indianapolis nonprofits report that revenues generated through dues/fees (61 percent) and special events (59 percent) stayed the same, in a pattern similar to their counterparts statewide and in other metro areas.

- The great majority of Indianapolis nonprofits also report that revenues from government (72 percent), private sales (67 percent) and other sources (68 percent) stayed the same. Notably more Indianapolis nonprofits (9 percent) report significant increases in revenue from government sources than their counterparts in the rest of the state (1 percent). See Figure 12.¹¹

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



Note: Indianapolis n= 107-124; Not Indianapolis n=840-870; Other Metro n=428-444

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 found that, for the most part, Indianapolis nonprofits tend to report more challenges but are also more likely to have tools to combat them.

• **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.

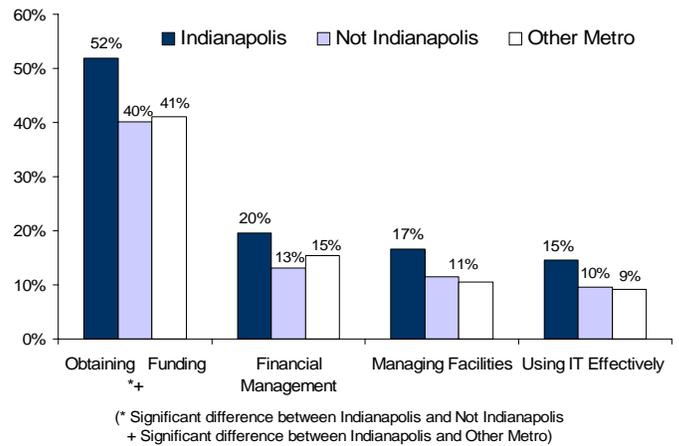
¹¹ Apparent differences in increases in changes in government revenues between Indianapolis and Other Metro, portrayed in Figure 12, are only marginally significant. Differences in private sales are not statistically significant.

- **Financial Management Tools:** Larger nonprofits are more likely than smaller ones to report facing financial management challenges. However, they are also more likely to have organizational tools to address these challenges.
- Nonprofits that rely on government sources for more than half of their revenues are more likely to report financial management challenges than nonprofits with other resource dependencies (83 percent of government-dependent nonprofits say obtaining funding is a major challenge vs. 43 percent of nonprofits overall; 20 percent say managing finances is a major challenge vs. 10 percent overall). At the same time, those that rely on dues/fees/sales for more than half of their resources appear to face the lowest level of financial management challenges, but they are also the least likely to report having financial management tools.
- Older nonprofits are more likely to have reserves dedicated to maintenance or capital needs than younger nonprofits.

• **Indianapolis Nonprofits:**

- **Challenges in Financial Management:** Indianapolis nonprofits face greater challenges in obtaining funding than their counterparts. Over half (52 percent) of Indianapolis nonprofits say that obtaining funding is a major challenge, compared to two-fifths of nonprofits throughout the state (40 percent) and in other metro areas (41 percent). See Figure 13.¹²
- Similar to their counterparts statewide and in other metro areas, only one-fifth or less of Indianapolis nonprofits report major challenges in using IT effectively (15 percent), managing facilities (17 percent) or in managing finances (20 percent).

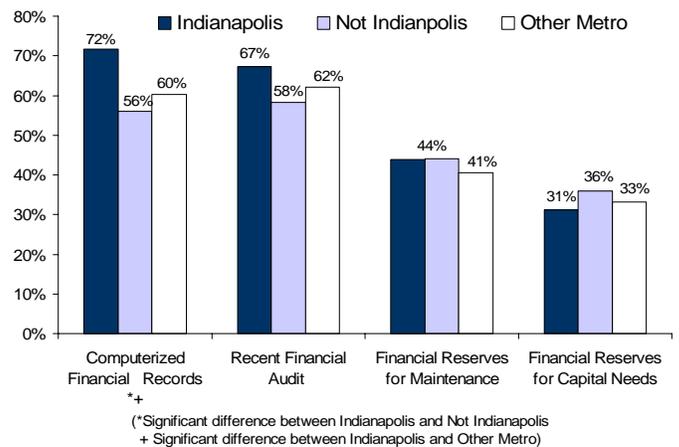
Figure 13: Percent of nonprofits that indicate select issues are a major challenge, by region



Note: Indianapolis n=227-230; Not Indianapolis n=1,716-1,724; Other Metro n=957-964

- **Financial Management Tools:** Indianapolis nonprofits are more likely to have computerized financial records than their counterparts. Nearly three-fourths (72 percent) of Indianapolis nonprofits have them, compared to 56 percent of nonprofits in the rest of the state and 60 percent of nonprofits in other metro areas. See Figure 14.¹³

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



Note: Indianapolis n=229-237; Not Indianapolis n=1,768-1,788; Other Metro n=983-995

- Over two-thirds (67 percent) of Indianapolis nonprofits report a recent financial audit, while

¹² Apparent differences in financial management challenges and using IT effectively, portrayed in Figure 13, are only marginally significant. Differences in managing finances and facilities are not statistically significant.

¹³ Apparent differences in the proportion of nonprofits with recent financial audits, portrayed in Figure 14, are only marginally significant.

44 percent have financial reserves for maintenance and 31 percent have financial reserves for capital improvement. This is on par with nonprofits elsewhere.

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 found that Indianapolis nonprofits tend to report more challenges than other Indiana nonprofits statewide and in other metropolitan areas and that they possess a somewhat different array of 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 em-

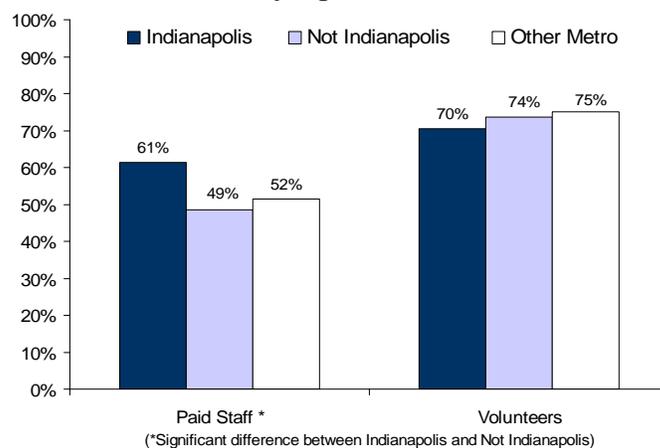
ployees, but are also more likely to have the tools to manage their staff.

- 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.

• Indianapolis Nonprofits:

- **Paid and Volunteer Staff:** Some 61 percent of Indianapolis nonprofits use paid staff, significantly more than nonprofits in the rest of the state (49 percent). Like their counterparts in the rest of the state and in other metro areas, Indianapolis nonprofits are more likely to utilize volunteers other than board members (70 percent) than paid staff. See Figure 15.¹⁴

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



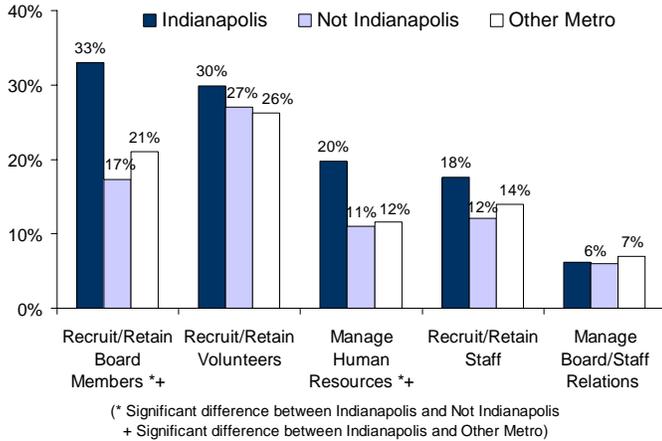
Note: Indianapolis n=239-243; Not Indianapolis n=1,824-1,846; Other Metro n=1,021-1,030

- **Challenges:** Indianapolis nonprofits are more likely to report major challenges in recruiting/retaining board members (33 percent) than nonprofits in the rest of the state (17 percent) or

¹⁴ Apparent differences in the utilization of paid staff between Indianapolis and Other Metro nonprofits, portrayed in Figure 15, are only marginally significant.

in other metro areas (21 percent). Some 30 percent face major challenges in recruiting/retaining volunteers, similar to nonprofits elsewhere. See Figure 16.¹⁵

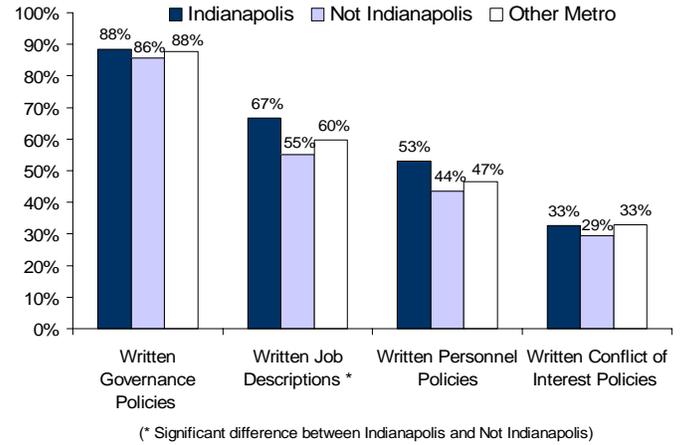
Figure 16: Percent of nonprofits that indicate selected issues are a major challenge, by region



Note: Indianapolis n=229-254; Not Indianapolis n=1,700-1,952; Other Metro n=952-1,095

- While only one-fifth (20 percent) of Indianapolis nonprofits report challenges in managing human resources, this is a significantly higher percentage than their counterparts in the rest of the state (11 percent) or other metro areas (12 percent).
- Nearly one-fifth (18 percent) of Indianapolis nonprofits face major challenges in recruiting/retaining staff. Also like their counterparts elsewhere, only 6 percent face major challenges in managing board/staff relations.
- Tools:** The great majority (88 percent) of Indianapolis nonprofits have written governance policies. Two-thirds (67 percent) have written job descriptions, a percentage significantly higher than nonprofits in the rest of the state (55 percent). See Figure 17.¹⁶

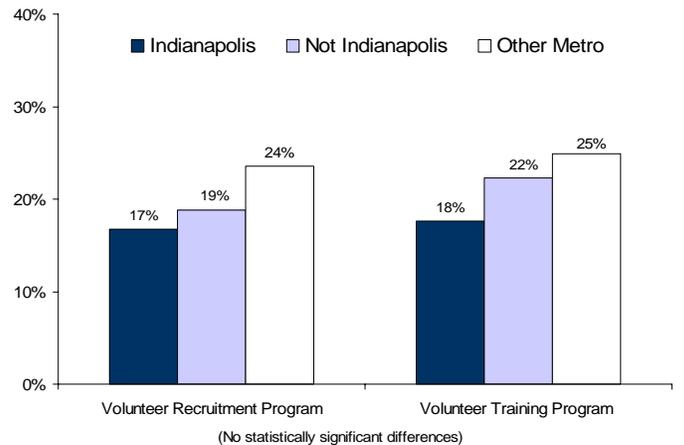
Figure 17: Percent of nonprofits that have selected organizational components, by region



Note: Indianapolis n=230-241; Not Indianapolis n=1,753-1,790; Other Metro n=974-993

- Just over half (53 percent) of Indianapolis nonprofits have written personnel policies, while only one-third (33 percent) have written conflict of interest policies, similar to their counterparts in the rest of the state and other metro areas.
- Only 18 percent of Indianapolis nonprofits have formal volunteer training programs, and only 17 percent have formal volunteer recruitment programs. These percentages appear to be smaller than those reported by other metro nonprofits; however, the differences are only marginally significant. See Figure 18.

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



Note: Indianapolis n=232-234; Not Indianapolis n=1,767-1,777; Other Metro n=982-990

¹⁵ Apparent differences in challenges in recruiting/retaining staff, portrayed in Figure 16, are only marginally significant.

¹⁶ Apparent differences in the percentage with written personnel policies, portrayed in Figure 17, are only marginally significant.

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, for the most part, Indianapolis nonprofits face similar challenges to nonprofits statewide, but they are much more likely to have IT tools.

- **Indiana Nonprofits:**

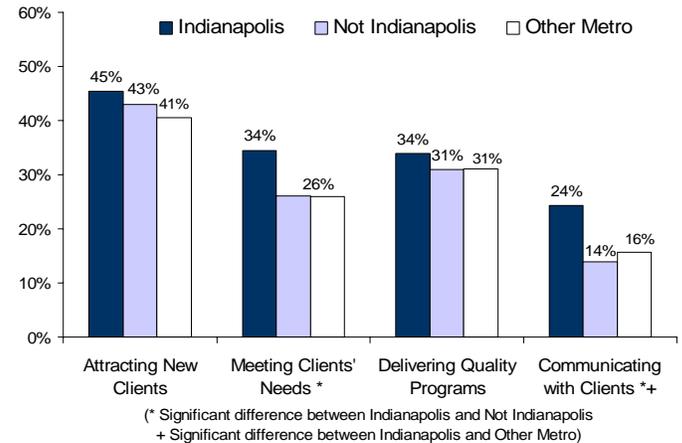
- **Program Challenges:** We asked Indiana nonprofits whether certain aspects of delivering and managing programs are a challenge. According to their responses, we find that attracting clients and members is perhaps most challenging, with approximately one-half of Indiana nonprofits citing it as a major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

- **Indianapolis Nonprofits:**

- **Program Challenges:** Of all program challenges, Indianapolis nonprofits are most likely to name attracting new clients as a major challenge (45 percent). This is similar to nonprofits throughout the state and in other metro areas. Over one third (34 percent) report that meeting clients' needs is a major challenge, significantly more than their counterparts in the rest of the state and other metro areas (26 percent each). See Figure 19.¹⁷

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

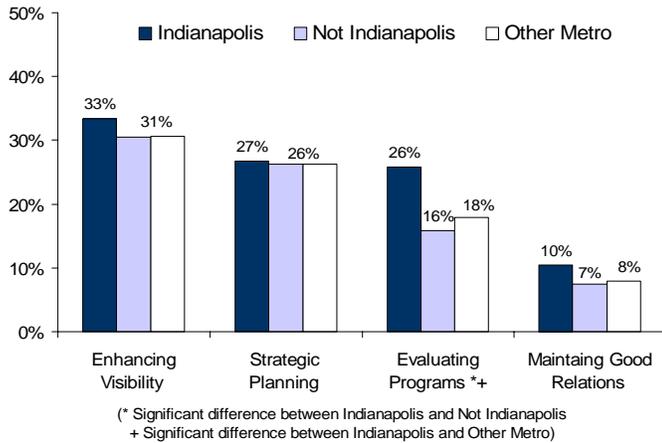


Note: Indianapolis n=230-254; Not Indianapolis n=1,733-1,952; Other Metro n=972-1,095

- Communicating with clients is a major challenge for almost one-fourth (24 percent) of Indianapolis nonprofits, compared to only 14 percent of nonprofits statewide and 16 percent in other metro areas.
- One-third (33 percent) of Indianapolis nonprofits report major challenges in enhancing visibility, while 27 percent have major challenges in strategic planning. This is on par with their counterparts. See Figure 20.

¹⁷ Differences between Indianapolis and Other Metro nonprofits in the percentage reporting challenges in meeting clients' needs, suggested by Figure 19, are only marginally significant.

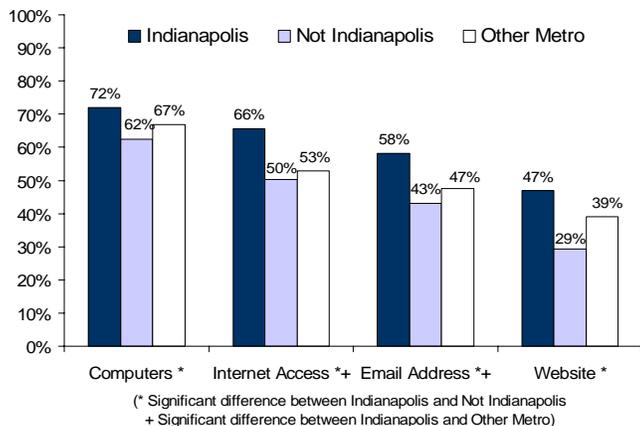
Figure 20: Percent of nonprofits that indicate select issues are a major challenge, by region



Note: Indianapolis n=254; Not Indianapolis n=1,952; Other Metro n=1,095

- Indianapolis nonprofits report greater challenges in evaluating programs. One in four (26 percent) nonprofits in Indianapolis say that it is a major challenge, compared to 16 percent of nonprofits statewide and 18 percent in other metro areas.
- **IT Tools:** Indianapolis nonprofits tend to have greater access to technology than their counterparts. Nearly three-fourths (72 percent) have computers available for key staff and volunteers, notably more than nonprofits in the rest of the state (62 percent). Two-thirds (66 percent) have Internet access, significantly more than nonprofits in the rest of the state (50 percent) and other metro areas (53 percent). See Figure 21.

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



Note: Indianapolis n=237-238; Not Indianapolis n=1,757-1,795; Other Metro n=982-996

- Indianapolis nonprofits are far more likely to have their own email address (58 percent) than nonprofits statewide (43 percent) and in other metro areas (47 percent). They are also much more likely to have a website (47 percent) than nonprofits in the rest of the state (29 percent).

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.¹⁸ Indianapolis nonprofits have the same rates of affiliations; however, they are more likely to receive funds from federated funders aside from the United Way and religious funders.

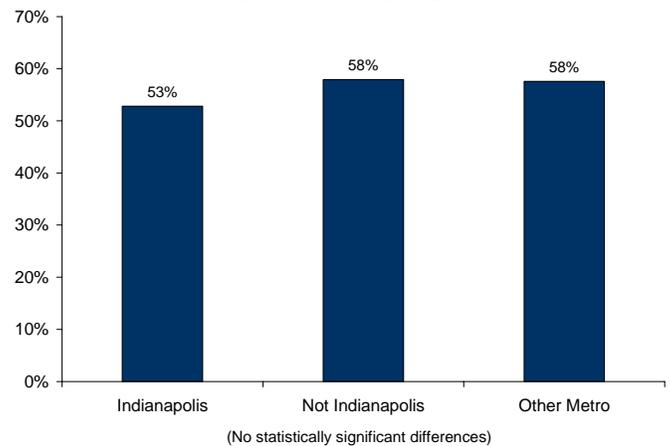
- **Indiana Nonprofits:**

- **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. 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).
- **Support from Federated Funders:** Some 14 percent of Indiana nonprofits received funds from federated funders during the most recently completed fiscal year. This is disproportionately so for nonprofits in the health and human services fields.

- **Indianapolis Nonprofits:**

- **Affiliations:** Just over half (53 percent) of Indianapolis nonprofits report that they are affiliated with other organizations. This is on par with nonprofits in the rest of the state and other metro areas (58 percent each). See Figure 22.¹⁹

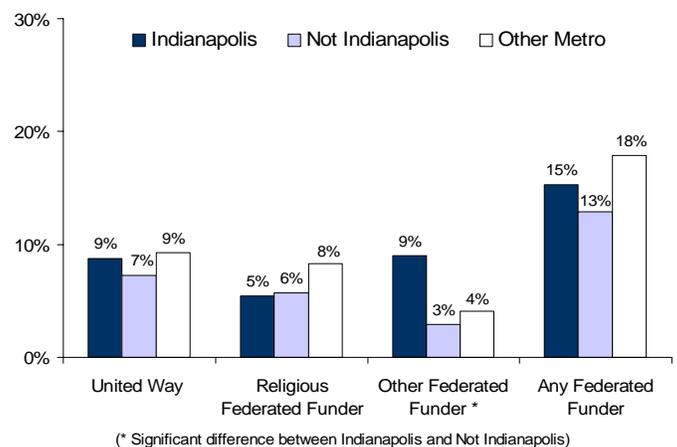
Figure 22: Percent of nonprofits formally affiliated with another organization, by region



Note: Indianapolis n=246; Not Indianapolis n=1,835; Other Metro n=1,033

- **Support from Federated Funders:** Only 15 percent of Indianapolis nonprofits receive grants or support from federated funders. One-tenth (9 percent) get funds from the United Way and 5 percent get them from religious federated funders. Another one-tenth (9 percent) get funds from some other type of federated funder; the latter is a significantly higher percentage than nonprofits in the rest of the state. See Figure 23.²⁰

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



Note: Indianapolis n=223-225; Not Indianapolis n=1,692-1,703; Other Metro n=923-931

¹⁸ 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>

¹⁹ Apparent differences portrayed in Figure 22 are not statistically significant.

²⁰ Apparent differences between Indianapolis and Other Metro nonprofits in funds from other federated funders, portrayed in Figure 23, are only marginally significant.

Networks and Collaborations: We asked Indiana nonprofits whether they participate in formal collaborations or informal networks with other entities. Indianapolis nonprofits have more formal relationships than other nonprofits in Indiana.

- **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.

- **Indianapolis Nonprofits:**

- The majority (64 percent) of Indianapolis nonprofits are involved in both informal and formal relationships with other organizations. Some 45 percent of Indianapolis nonprofits are involved in informal relationships, while one-third (33 percent) are involved in formal relationships. They are significantly more likely to be involved in formal relationships than nonprofits in the rest of the state. See Figure 24.²¹

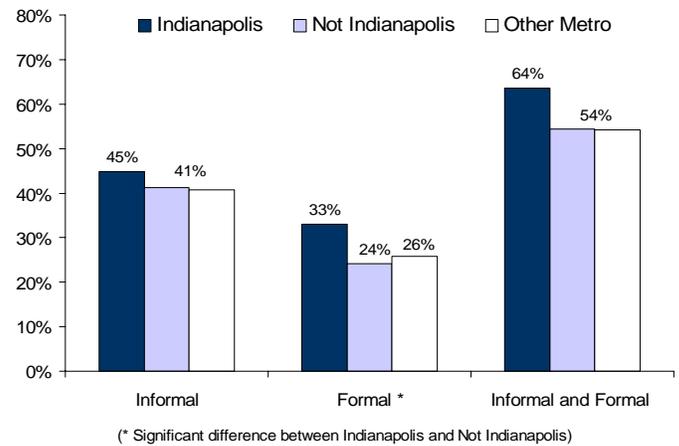
Most Important Relationship: We asked nonprofits that participate in networks or collaborations to focus on the most important one and to tell us how many and what types of organizations are part of the relationship. We found that, for the most part, Indianapolis nonprofits have similar patterns of collaboration to 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.

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



Note: Indianapolis n=238-243; Not Indianapolis n=1,787-1,826; Other Metro n=1,005-1,025

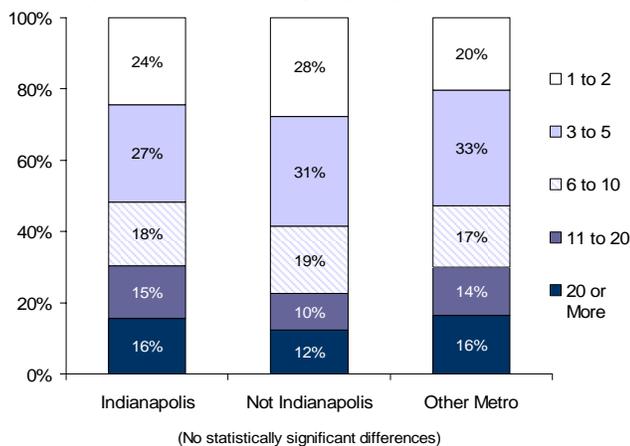
- Nonprofits that are small in size and lack technology are disproportionately likely to participate in small networks and collaborations.
- **Types of Organizations in Networks:** About half of the relationships are homogeneous in scope, involving only one or two different types of organizations. The 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).

- **Indianapolis Nonprofits:**

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

²¹ Apparent differences in the percent of nonprofits involved in both informal and formal relationships, portrayed in Figure 24, are only marginally significant.

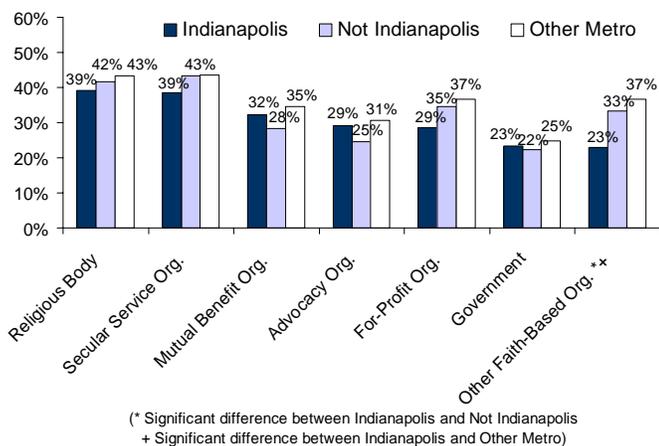
Figure 25: Number of organizations involved in most important relationship, by region



Note: Indianapolis n=130; Not Indianapolis n=769; Other Metro n=450

- **Types of Organizations in Networks:** Like nonprofits in the rest of the state and other metro areas, Indianapolis nonprofits are most likely to name religious bodies and secular service organizations (39 percent each) in their most important relationships. See Figure 26.²²

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



Note: Indianapolis n=162-167; Not Indianapolis n=932-952; Other Metro n=541-550

- Less than one-third are involved with mutual benefits (32 percent), advocacy organizations (29 percent), for-profit organizations (29 percent) or government agencies (23 percent), which is on par with nonprofits elsewhere.

²² Apparent differences in involvement with for-profit entities, portrayed in Figure 26, are not statistically significant.

- Indianapolis nonprofits are significantly less likely to be involved with other faith-based organizations (23 percent) than nonprofits in the rest of the state (33 percent) or other metro areas (37 percent).

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 Indianapolis nonprofits resemble nonprofits statewide and in other 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.

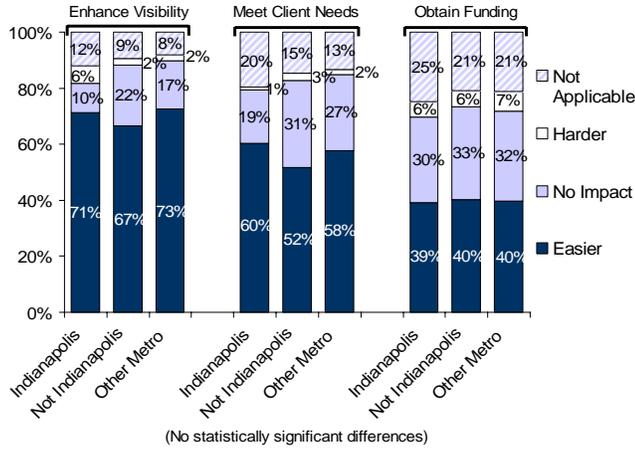
• **Indianapolis Nonprofits:**

- In a pattern similar to their counterparts in the rest of the state and other metro areas, the majority of Indianapolis nonprofits report that collaborations make enhancing visibility (71 percent) and meeting clients’ needs (60 percent) easier. See Figure 27.²³
- Two-fifths (39 percent) of Indianapolis nonprofits report that collaborations make obtaining funding easier.
- Networks and collaborations make recruiting/keeping staff easier for 29 percent of Indianapolis nonprofits, while 36 percent say it has no impact and 33 percent say the question isn’t applicable. See Figure 28.
- Only 16 percent of Indianapolis nonprofits say that collaborations make recruiting board mem-

²³ Apparent differences between Indianapolis and Other Metro nonprofits in the effects of collaboration on enhancing visibility, portrayed in Figure 27, are only marginally significant.

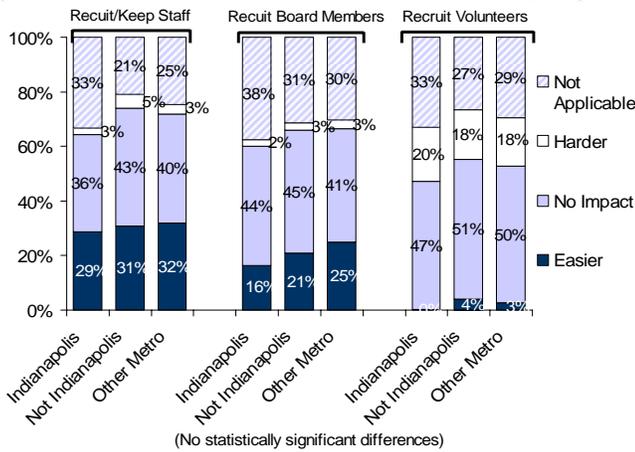
bers easier, on par with nonprofits statewide and in other metro areas.

Figure 27: Effects of collaboration or networks, by region



Note: Indianapolis n=153-156; Not Indianapolis n=881-887; Other Metro n=517-522

Figure 28: Effects of collaboration or networks, by region



Note: Indianapolis n=150-153; Not Indianapolis n=876-884; Other Metro n=513-519

- None of the Indianapolis nonprofits in our survey report that networks make recruiting volunteers easier, while 47 percent say it has no impact and one-fifth (20 percent) report that it actually makes it harder.

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 Indianapolis face the same competition as their counterparts in the rest of the state and other metro areas.

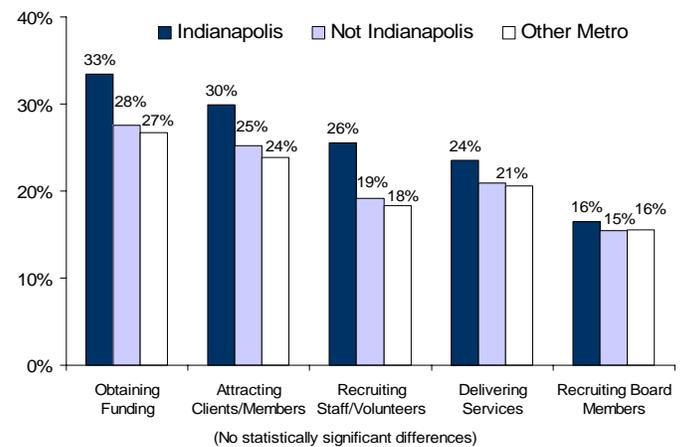
• **Indiana Nonprofits:**

- 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 likely to compete than those that do not.

• **Indianapolis Nonprofits:**

- Extent of Competition:** Indianapolis nonprofits are most likely to report competition in obtaining funding (33 percent), followed by attracting clients/members (30 percent). This is on par with nonprofits elsewhere. See Figure 29.²⁴

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



Note: Indianapolis n=254; Not Indianapolis n=1,952; Other Metro n=1,095

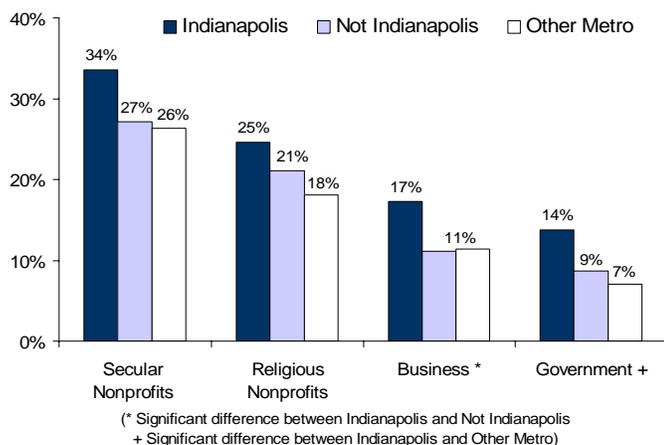
- About one-fourth face competition in recruiting volunteers (26 percent) and in service delivery

²⁴ Apparent differences portrayed in Figure 29 are not statistically significant except for recruiting volunteers, which is only marginally significant.

(24 percent). Only 16 percent say that they compete in recruiting board members. This is on par with nonprofits throughout the state and in other metro areas.

- **Types of Competitors:** Like nonprofits in the rest of the state and other metro areas, Indianapolis nonprofits are most likely to name secular (34 percent) or religious nonprofits (25 percent) as their competitors. See Figure 30.²⁵

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



Note: Indianapolis n=254; Not Indianapolis n=1,952; Other Metro n=1,095

- Some 17 percent of Indianapolis nonprofits report that they compete with businesses, a notably greater percentage than nonprofits in the rest of the state (11 percent).
- Only 14 percent of nonprofits in Indianapolis compete with government; however, this is a significantly greater percentage than nonprofits in other metro areas (7 percent).

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.²⁶ Indianapolis nonprofits diverge most from their counterparts across the state and in other metro areas in their perceptions of changes in community conditions and subsequent impacts.

• Indiana Nonprofits:

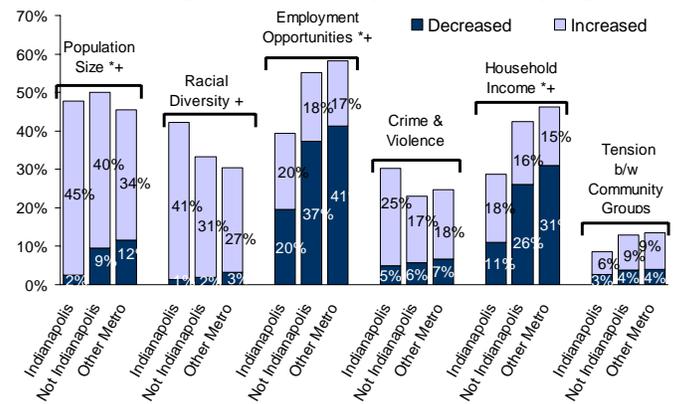
- **Changes in Community Conditions:** The majority of Indiana nonprofits report that one or more of the seven community conditions changed in their communities during the last three years and half report that multiple conditions changed. Overall, perceptions of changes in community conditions depend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

²⁵ Apparent differences between Indianapolis and Other Metro nonprofits in competition with secular nonprofits, religious nonprofits and businesses, portrayed in Figure 30, are marginally significant. Differences in competition with government between Indianapolis and Not Indianapolis are also only marginally significant.

²⁶ 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.

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



(* Significant difference between Indianapolis and Not Indianapolis
+ Significant difference between Indianapolis and Other Metro)

Note: Indianapolis n=184-203; Not Indianapolis n=1,481-1,605; Other Metro n=810-872

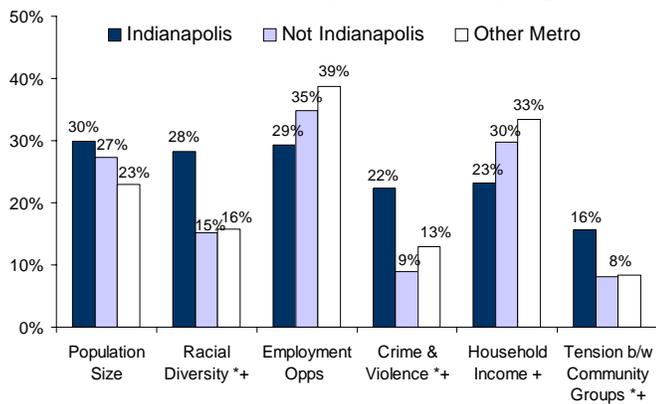
- **Indianapolis Nonprofits:**

- **Changes in Community Conditions:** Overall, some 45 percent of Indianapolis nonprofits say that population size increased, compared to 34 percent of nonprofits in other metro areas. Only 2 percent say that it decreased, compared to 9 percent of nonprofits in the rest of the state and 12 percent in other metro areas. See Figure 31.
- Notably more Indianapolis nonprofits report increases in racial diversity (41 percent) than nonprofits in other metro areas (27 percent).
- Indianapolis nonprofits also report significantly fewer changes in employment opportunities. Only one-fifth (20 percent) report that they decreased, compared to 37 percent of nonprofits in the rest of the state and 41 percent in other metro areas.

- Indianapolis nonprofits also vary significantly from their counterparts in perceptions of changes in household income. Only 11 percent say that household income decreased, compared to 26 percent of nonprofits statewide and 31 percent in other metro areas.
- Nonprofits in Indianapolis report similar perceptions of crime and violence and tension between community groups as do their counterparts in the rest of the state and other metro areas. One-fourth (25 percent) say that crime and violence increased, while only 6 percent reported increases in tension between community groups.
- **Impacts from Community Conditions:** Less than one-third of Indianapolis nonprofits report impacts from any of the changes in community conditions, including changes in population size (30 percent) and racial diversity (28 percent). As we saw earlier, Indianapolis nonprofits report more changes in racial diversity. They also report more impacts from those changes (28 percent) than nonprofits in the rest of the state (15 percent) or other metro areas (16 percent). See Figure 32.²⁷

²⁷ Apparent differences in impacts from changes in employment opportunities between Indianapolis and Other Metro nonprofits, portrayed in Figure 32, are only marginally significant. Differences in population size are not statistically significant.

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



(* Significant difference between Indianapolis and Not Indianapolis
+ Significant difference between Indianapolis and Other Metro)

Note: Indianapolis n=185-206; Not Indianapolis n=1,486-1,615; Other Metro n=813-879

- While only 6 percent of nonprofits in Indianapolis report increases in crime and violence, 22 percent of them report impacts from crime and violence. This is notably more than the impacts reported by nonprofits statewide (9 percent) and in other metro areas (13 percent each).
- Less than one-quarter (23 percent) of nonprofits in Indianapolis say they were impacted by changes in household income, less than the one-third (33 percent) of nonprofits in other metro areas.
- Only 16 percent of Indianapolis nonprofits report impacts from tension between community groups; however, this is significantly greater than nonprofits in the rest of the state or other metro areas (8 percent each).

Policy Conditions and Impacts: We asked Indiana nonprofits about changes in five government policies and whether the changes affect their organizations. Indianapolis nonprofits responded differently in regards to health and safety regulations and client eligibility.

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).

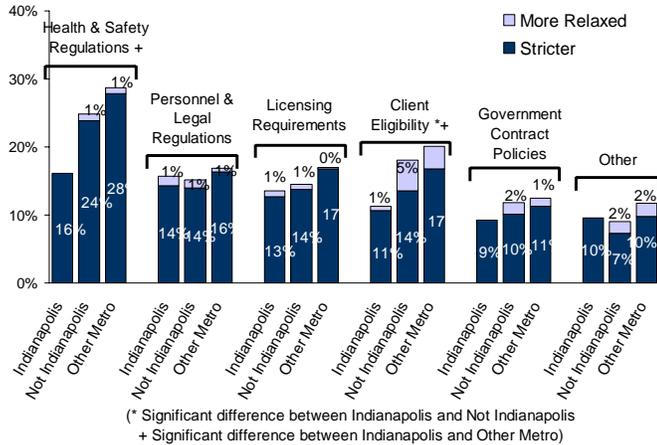
- Impacts from Policies:** One-quarter of all Indiana nonprofits says that at least one of these policies had an impact on their organization. As with perceptions of policy changes, significantly more of the health and human services nonprofits, large organizations, and those that rely primarily on the 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.

Indianapolis Nonprofits:

- Changes in Policies:** Indianapolis nonprofits are significantly less likely to report changes in health and safety regulations. Only 16 percent say they became stricter, compared to 24 percent of nonprofits in the rest of the state and 28 percent of nonprofits in other metro areas. See Figure 33.
- Nonprofits in Indianapolis also report fewer changes in rules regarding client eligibility. Only 12 percent say it changed, including 11 percent who say it became stricter. In contrast, 19 percent of nonprofits statewide and 20 percent of nonprofits in other metro areas say these policies changed.
- Indianapolis nonprofits reported in similar ways as their counterparts in the rest of the state and other metro areas in regards to the other policy conditions. Small minorities report increased strictness in personnel and legal regulations (14 percent), licensing requirements (13 percent),

government contract policies (9 percent) or other policy conditions (10 percent).

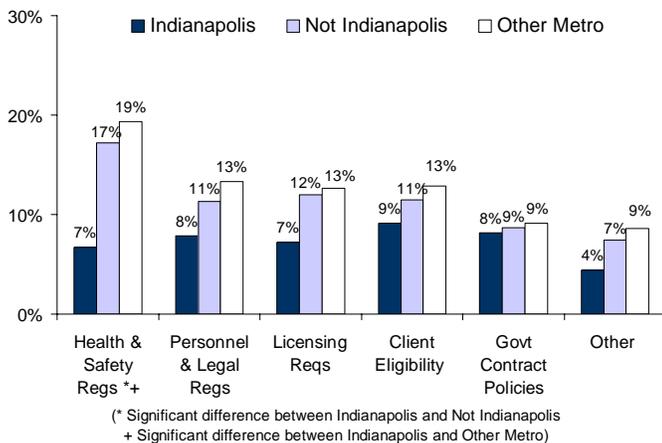
Figure 33: Percent of nonprofits reporting changes in selected policy conditions, by region



Note: Indianapolis n=120-177; Not Indianapolis n=894-1,330; Other Metro n=470-715

- **Impacts from Policies:** Indianapolis nonprofits also report considerably fewer impacts from changes in health and safety regulations. Only 7 percent of nonprofits in Indianapolis report such impacts, compared to 17 percent of nonprofits in the rest of the state and 19 percent in other metro areas. See Figure 34.²⁸

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



Note: Indianapolis n=120-170; Not Indianapolis n=900-1,338; Other Metro n=475-719

²⁸ Apparent differences portrayed in Figure 34, aside from those related to health and safety regulations, are not statistically significant.

- Less than one-tenth of Indianapolis nonprofits report any impacts from changes in personnel and legal regulations (8 percent), licensing requirements (7 percent), client eligibility (9 percent), government contract policies (8 percent) or other policy changes (4 percent). This is on par with nonprofits throughout the state and in other metro areas.

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

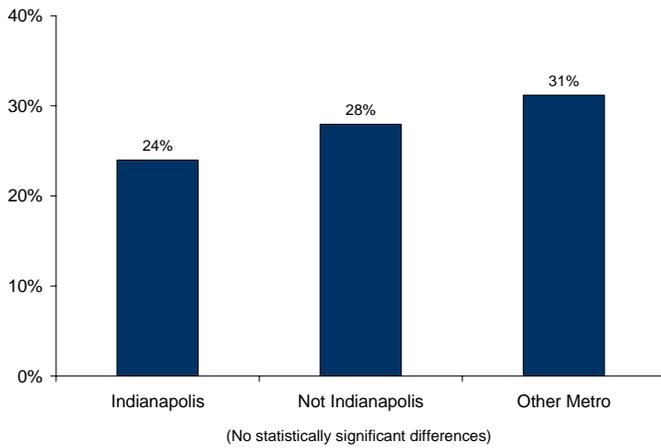
• **Indiana Nonprofits:**

- **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 technological 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.

• **Indianapolis Nonprofits:**

- **Participation in Advocacy:** Just under one-quarter (24 percent) of nonprofits in Indianapolis say they participate in advocacy. While this appears to be less than nonprofits statewide (28 percent) and in other metro areas (31 percent), the difference is not statistically significant. See Figure 35.

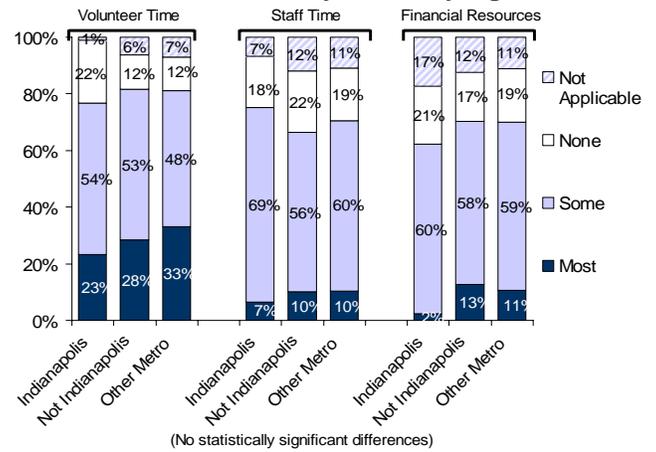
Figure 35: Percent of nonprofits involved in advocacy efforts, by region



Note: Indianapolis n=229; Not Indianapolis n=1,733; Other Metro n=968

- **Resources for Advocacy:** Like their counterparts elsewhere, Indianapolis nonprofits are most likely to devote volunteer time to their advocacy efforts. While more than half of Indianapolis nonprofits say they devote at least some volunteer time, staff time, or financial resources, 23 percent say that they devote most of their volunteer time, while only 7 percent devote most of their staff time and only 2 percent devote most of their financial resources. This is on par with nonprofits in the rest of the state and other metro areas. See Figure 36.²⁹
- Some 76 percent of Indianapolis nonprofits devote at least some staff time and 62 percent devote at least some financial resources to advocacy. However, like their counterparts in the rest of the state and in other metro areas, very few Indianapolis nonprofits devote most of these resources to advocacy.

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



Note: Indianapolis n=68-70; Not Indianapolis n=420-468; Other Metro n=249-273

²⁹ Apparent differences portrayed in 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	
		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
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)	
IX Mutual Benefit	Insurance Providers, Services	Fraternal Beneficiary Societies
	Pension and Retirement Funds	Cemeteries & Burial Services
X Unknown	Unknown (Z)	

PROJECT PUBLICATIONS AND REPORTS

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

Indiana Nonprofit Survey Analysis

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

Online Statewide Reports

- Indiana Nonprofits: A Portrait of Religious Nonprofits and Secular Charities, by Kirsten A. Grønbjerg, Patricia Bortrager Tennen. Online report. Survey Report #7. June 2006 (<http://www.indiana.edu/~nonprof/results/npsurvey/insfaithbased.html>).
- Indiana Nonprofits: A Profile of Membership Organizations, by Kirsten A. Grønbjerg and Patricia Bortrager. 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

- Indianapolis Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen., Online report. Community Report #5. November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomindianapolis.pdf).
- Evansville Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg, Curtis Child, and Patricia Bortrager Tennen. Online report. Community Report #4. June 2006, revised November 2006 (www.indiana.edu/~nonprof/results/npsurvey/inscomevansville.pdf).

- Muncie Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #3. May 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 Erich T. Eschmann, with Kerry S. Brock. May 2006 (www.indiana.edu/~nonprof/results/inemploy/evansvilleempl05.pdf).
- Muncie Economic Region Nonprofit Employment: 2005 Report. Nonprofit Employment Series No. 2C by Kirsten Grønbjerg and Kerry S. 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 S. Brock. May 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 S. 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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