



Nonprofit Employment Series  
Report #2A

# BLOOMINGTON ECONOMIC REGION NONPROFIT EMPLOYMENT: 2005 REPORT

A JOINT PRODUCT OF

THE CENTER ON PHILANTHROPY  
AT INDIANA UNIVERSITY

THE SCHOOL OF PUBLIC AND ENVIRONMENTAL AFFAIRS  
AT INDIANA UNIVERSITY

AND

THE JOHNS HOPKINS  
NONPROFIT EMPLOYMENT DATA PROJECT

SEPTEMBER 2005

KIRSTENA GRONBJERG, PROJECT DIRECTOR  
AND  
ERICH ESCHMANN  
WITH KERRY BROCK



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**KIRSTEN A. GRØNBJERG  
AND  
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WITH KERRY S. BROCK**

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Copies of this report are available on the Indiana Nonprofit Sector Web site ([www.indiana.edu/~nonprof](http://www.indiana.edu/~nonprof)).

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REGION  
NONPROFIT  
EMPLOYMENT:  
2005 REPORT**

**INDIANA NONPROFITS:  
SCOPE & COMMUNITY  
DIMENSIONS**

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## Key Findings -

1. The nonprofit sector is a major economic force in the nine-county Bloomington economic region, accounting for more than 1 out of every 14 paid workers—more than are employed in the region's entire transportation and warehousing industry (see page 4).
2. Bloomington-region nonprofits account for virtually all employment in membership associations, more than four-fifths of total employment in social assistance organizations, and more than one-third of total employment in health services (see pages 5-6).
3. The 11,800 nonprofit employees in the Bloomington region earned about \$285 million in wages in 2003 (see page 6).
4. Nonprofit employment in the Bloomington region is concentrated in Monroe County, but is found in all of the region's nine counties (see page 7).
5. Over half (52 percent) of nonprofit employment in the Bloomington region is in health services, another 17 percent is in social assistance, and 15 percent is in membership associations (see page 8).
6. Almost all (84 percent) nonprofit employees in the Bloomington region work for charities, although only 55 percent of nonprofit employers are charities (see pages 9-10).
7. On average, weekly wages for nonprofit employees in the Bloomington region are 22 percent lower than those of for-profit workers and 24 percent lower than those of government workers (see page 10). However, nonprofit weekly wages are similar to (and in some cases higher than) for-profit wages in industries where nonprofit employment is concentrated (see pages 11-12).
8. Average weekly wages for nonprofit employees in the Bloomington region are below the median for the state's twelve economic regions (see pages 13-14).
9. The Bloomington-region nonprofit sector grew notably faster than the for-profit sector between 2001 and 2003 but more slowly than the government sector (see pages 14-15).
10. Overall payroll for nonprofit employees in the Bloomington region also increased faster than those of employees in for-profit and government organizations (see pages 15-17).
11. Most of the growth in nonprofit employment in the Bloomington region was absorbed by health service jobs. The educational services industry, with limited nonprofit employment, exhibited the highest rate of growth between 2001 and 2003 (see pages 17-18).
12. Nonprofit employment in the Bloomington region lagged behind that of several other economic regions between 2001 and 2002, but led most other regions in 2002 to 2003 (see pages 18-19).
13. County-level trends in nonprofit employment varied significantly over the 2000-2003 period. Monroe County, with by far the largest share of nonprofit employment in the region, saw a slight increase in nonprofit employment of 0.3 percent over this period (see pages 19-20).

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## INTRODUCTION

Nonprofit organizations make significant contributions to the quality of life for the residents of Bloomington and the rest of Indiana by offering healthcare, job training, access to arts and culture, education, and opportunities for democratic participation. They are also a major force in the state's economy and in the economic health of all the state's regions.

This report presents information on the size, composition, and distribution of paid employment in the private nonprofit sector in the Bloomington economic region for 2003, including changes over the 2000-2003<sup>1</sup> period. We also present comparisons to the state of Indiana from our statewide report (Indiana Nonprofit Employment: 2005 Report) and to other economic regions in the state. The analysis is part of a larger project on **Indiana Nonprofits: Scope and Community Dimensions** that is currently underway at Indiana University. The project is designed to provide solid, baseline information about the Indiana nonprofit sector, its composition and structure, its contributions to Indiana, the challenges it is facing, and how these features vary across Indiana communities. For more information about the project, see <http://www.indiana.edu/~nonprof>.

The report draws on data generated by the Indiana Department of Workforce Development through surveys of Indiana workplaces carried out under the national ES-202 labor market information program administered by the U.S. Bureau of Labor Statistics as part of the unemployment insurance program. These data, compiled from quarterly reports submitted by employers in compliance with U.S. and Indiana law, were prepared for us by the Indiana Business Research Center at Indiana University under a confidentiality agreement with the state.

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<sup>1</sup> Because of changes in how industries are classified (from the Standard Industrial Classification (SIC) system to the North American Industrial Classification System (NAICS) as mandated by the North American Free Trade Agreement (NAFTA)), we were able to obtain consistent industry classifications dating back only to 2001. As a result, most of our trend analysis is limited to the 2001-2003 period. However, we were able to report on overall nonprofit employment and payroll data back to 2000. Our methodology for estimating nonprofit employment in 1995 used in our previous report carries some uncertainty (it most likely underestimates nonprofit employment in 1995); we therefore limit our analysis to the more recent periods.

Under federal law, all places of employment are required to complete these quarterly surveys and either be covered by the federal unemployment insurance system or make other arrangements to provide unemployment coverage to laid-off workers. However, religious congregations and 501(c)(3) charitable organizations employing less than 4 workers are not required to take part in the unemployment insurance system. The significance of this exclusion is unknown as some (few) religious organizations nevertheless elect to be covered by unemployment insurance. Because of these exclusions, however, we are confident that our analysis underestimates nonprofit employment in Indiana, perhaps even by a substantial amount (see Appendix A).

For the purpose of this report, we focus on nonprofits registered as tax-exempt entities with the U.S. Internal Revenue Service under Section 501(c) of the Internal Revenue Code. This includes private, not-for-profit hospitals, clinics, colleges, universities, elementary schools, social service agencies, day care centers, orchestras, museums, theaters, homeless shelters, soup kitchens, and many more. It also includes a wide variety of civic organizations, trade associations, unions, and other membership groups.

For portions of our analysis, we were able to separate out nonprofits eligible to receive tax-deductible contributions under Section 501(c)(3) of the Internal Revenue Code. These so-called "charities" account for the bulk of nonprofit employment in Bloomington (and Indiana) and are the focus of similar analyses of nonprofit employment by state (and nationally) completed by the Center for Civil Society Studies at The Johns Hopkins University.

We caution that our estimate of the size of the Indiana nonprofit sector underestimates the sector's role in the state's economy because some nonprofits (e.g., congregations and charities with less than four workers) are not required to participate in the ES-202 reporting systems. Still others cannot be identified as nonprofits,<sup>2</sup> most notably those that are not required to register as tax-

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<sup>2</sup> Unfortunately, Indiana is not one of the handful of states, such as Maryland, that require private ES-202 establishments to indicate whether they operate under for-profit or nonprofit ownership. As a result, we have to rely on the IRS Business Master File of tax-exempt entities to identify nonprofit organizations, even though we know these records have significant gaps and may fail to capture as many as 40-50 percent of nonprofits in the state. Most likely, however, the great majority of the larger ones are included.

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exempt entities with the IRS because they have less than \$5,000 in total revenues, are among the types of nonprofits that are exempt from registering altogether (e.g., certain types of membership associations and churches), or do not do so for a variety of other reasons.

Some or all of these non-registered nonprofits may actually be included in ES-202 data system, but we can identify as nonprofit only those employers that are registered as tax-exempt entities with the IRS. We have had to assume that all other non-government employers are for-profit, even though we know this overestimates the for-profit share of the state's employment.

In addition, for each year we used the IRS tax-exempt status for nonprofits as of February of the previous year because we know that the process of obtaining IRS status as a tax-exempt entity takes time. Even so, it is possible that nonprofits may have employees and therefore participate in ES-202 reporting systems while waiting for their IRS ruling letter. As a result, our data will most likely underestimate nonprofit employment each year.

For further information on the ES-202 data source, our particular definition of the nonprofit sector, and the method used here to extract data on nonprofit organizations from the Indiana ES-202 records, see Appendix A.

# DETAILED FINDINGS

## I. A MAJOR ECONOMIC FORCE

The nine-county Bloomington economic region is an important component of the Indiana economy, accounting for 6 percent of the state's paid jobs. In turn, the private nonprofit sector is a major economic force in the region.

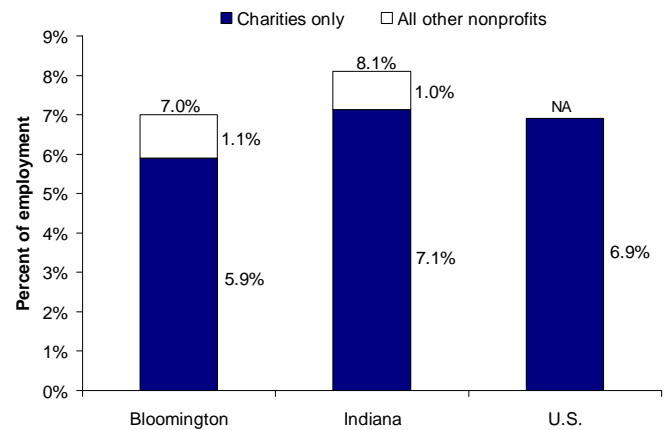
The private nonprofit sector is comprised of private hospitals, clinics, colleges, universities, elementary schools, day care centers, social service providers, museums, theatres, and soup kitchens. The sector also includes civic and fraternal organizations, trade groups, labor unions, and many more. Because of data limitations, most churches are not included in this analysis.

**Employment:** The nine-county Bloomington economic region (see Appendix B), which includes the Bloomington metropolitan area and surrounding counties (as originally defined by the Indiana Department of Commerce, including Bartholomew, Brown, Decatur, Greene, Jackson, Jennings, Lawrence, Monroe, and Owen Counties), is an important component of Indiana's economy. The region accounted for almost 169,000 of the state's paid jobs in 2003, or about 6 percent of the 2.8 million paid jobs statewide (see Appendix C).

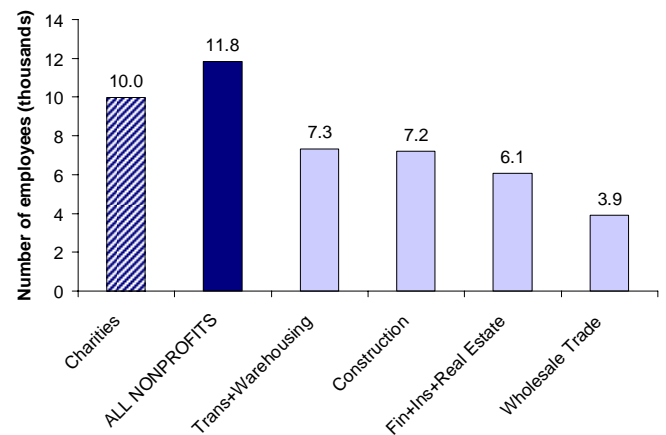
- Nonprofit organizations accounted for a minimum of 11,800 of all paid jobs in the Bloomington economic region in 2003. This includes 10,000 nonprofit employees working for registered charities.
- Overall, 7 percent of Bloomington economic region employees worked for a nonprofit organization, or nearly 1 out of every 14 workers, and 5.9 percent worked for a charity, or nearly one out of every 17 workers. These rates are slightly below the corresponding rates for the state of Indiana (8.1 percent and 7.1 percent respectively). See Figure 1.
- As shown in Figure 2, the Bloomington-region nonprofit sector employed:
  - More people than the region's transportation and warehousing (7,300 employees) or construction (7,200 employees) industries.

- More people than the region's finance, insurance, real estate, and wholesale trade industries combined (10,000 employees).

**Figure 1: Nonprofit share of total employment, Bloomington region relative to state and national levels, 2003<sup>3</sup>**



**Figure 2: Employment in the Bloomington region's nonprofit sector in comparison to selected industries, 2003 (in thousands)**



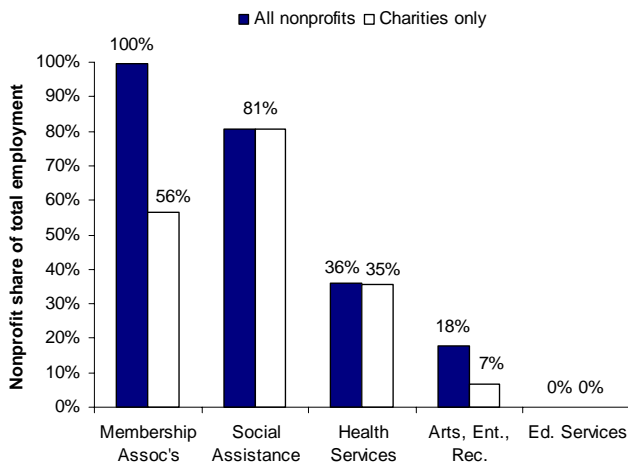
- But fewer people than the region's government units at all levels (33,000), including one large government establishment (Indiana University).
- And fewer people than the region's manufacturing (41,300) and retail trade (19,500) industries.

<sup>3</sup> Data sources: Indiana ES-202 system and Johns Hopkins Employment Data Project based on ES-202 data (2003).



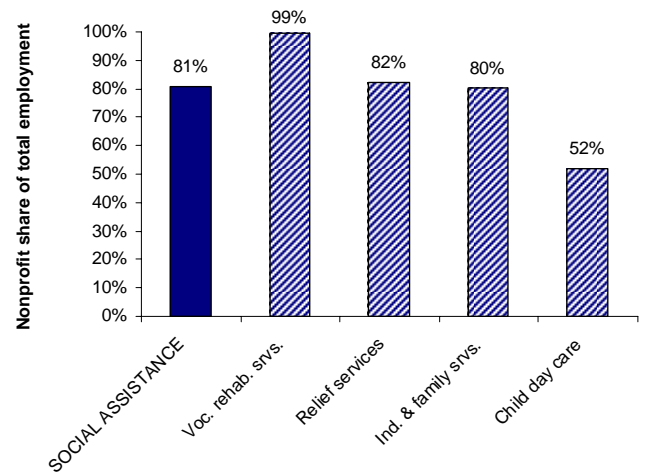
- Nonprofits accounted for the bulk of employment in many fields (see Figure 3 and Appendices E, F, G). This includes:
  - Virtually all (99.6 percent) of the employment in membership associations, although only 56 percent of the total are employed by charities.<sup>4</sup> Government employs the remaining 0.4 percent.

**Figure 3: Employment in the Bloomington region’s nonprofit sector as a share of total employment in the region for selected industries, 2003**



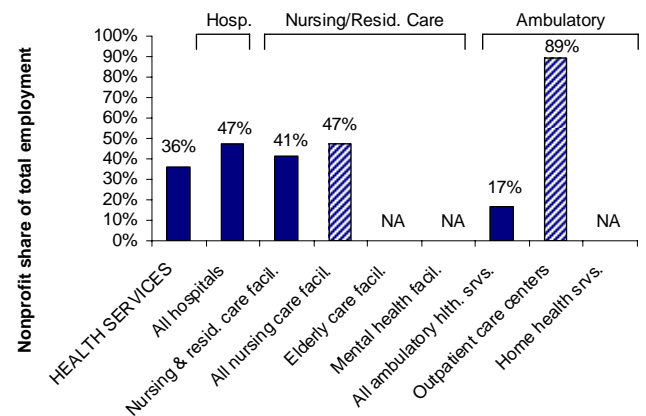
- Over four-fifths (81 percent) of all employment in social assistance organizations (see Figure 4), including:
  - Almost all (99 percent) of those employed in vocational rehabilitation services.
  - Over four-fifths (82 percent) of workers in emergency and other relief services, as well as community food and housing.
  - Four-fifths (80 percent) of those employed in individual and family service organizations.
  - Over half (52 percent) of those employed in child day care services.

**Figure 4: Employment in the Bloomington region’s social assistance nonprofit sector as a share of total employment in the Bloomington region in specific social assistance industries, 2003**



- More than one-third (36 percent) of total employment in health services (see Figure 5), including:

**Figure 5: Employment in the Bloomington region’s health services nonprofit sector as a share of total employment in the Bloomington region in specific health services industries, 2003**



- Nearly one-half (47 percent) of those employed in hospital services.
- Over two-fifths (41 percent) of those employed in nursing or residential care facilities.
  - Almost one-half (47 percent) of those employed in nursing care facilities.

<sup>4</sup> Religious congregations are not required to register with the IRS and will not be defined as charities under our methodology, although some are included in the employment reporting system. Many membership associations (e.g., business, labor, political, social groups and the like) are not charities, but registered as tax-exempt entities under other sub-sections of the IRS code.

- Almost one-fifth (17 percent) of those employed by ambulatory health care services.

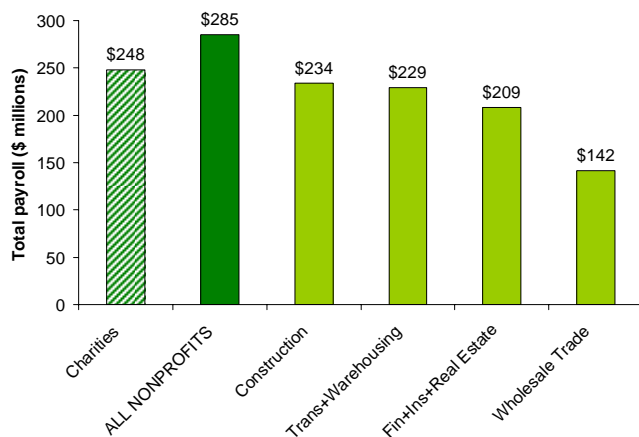
- Almost nine-tenths (89 percent) of those employed in outpatient care centers.

- Almost one-fifth (18 percent) of total employment in arts, entertainment, and recreation (see Figure 3).

lion), total government (\$1.1 billion, which includes Indiana University payrolls), and jobs in retail trade (\$360 million).

**Payroll:** The 11,800 nonprofit employees in the Bloomington region earned an estimated \$285 million in wages in 2003, with \$248 million of that accounted for by those working in charities (see Figure 6).

**Figure 6: Wages in the Bloomington region's nonprofit sector in comparison to the region's selected industries, 2003**



- Nonprofit employees accounted for 5.5 percent of the region's total payroll (\$5.2 billion).
- The nonprofit payroll of \$285 million exceeded payrolls for:
  - All construction jobs (\$234 million).
  - All jobs in transportation and warehousing (\$229 million).
  - All jobs in finance, insurance, and real estate (\$209 million).
  - All wholesale trade jobs, by about twice (\$142 million).
- The \$285 million nonprofit payroll was notably less than the payrolls for jobs in manufacturing (\$1.7 bil-

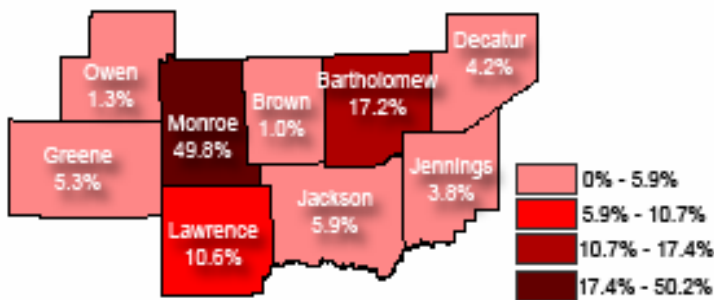
## II. REGIONAL PRESENCE

*Nonprofit jobs are spread across all of the region's nine counties, but half of the region's nonprofit jobs are located in Monroe County, which also has the highest rate of nonprofit employment as a percent of total employment in the region.*

**Regional distribution:** The 11,800 nonprofit jobs in the Bloomington region are distributed across the entire region, although the economic impact of the nonprofit sector varies considerably among the region's nine counties.

- One-half (50 percent) of the region's 11,800 nonprofit jobs were located in Monroe County and the city of Bloomington (see Figure 7). This is notably higher than Monroe County's share of the region's total paid jobs (35 percent) and total population (30 percent).<sup>5</sup>

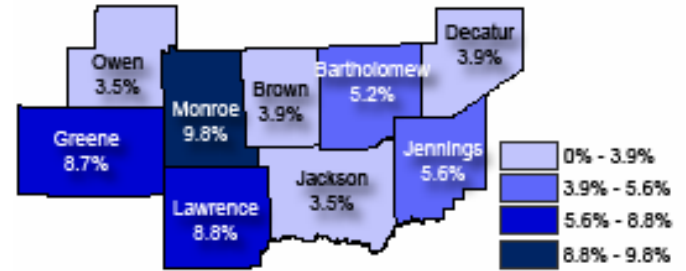
**Figure 7: Distribution of nonprofit employment among the nine counties of the Bloomington economic region, 2003**



- Another 17 percent of the region's nonprofit labor force worked in Bartholomew County and 11 percent worked in Lawrence County, with the rest distributed among the remaining counties.

- Monroe County also had the highest rate of nonprofit employment (10 percent of total paid jobs) among the nine counties in the region, followed by Lawrence and Greene (9 percent each), then Jennings and Bartholomew (6 and 5 percent, respectively). See Figure 8.

**Figure 8: Nonprofit employment as a percent of total employment, by county in the Bloomington economic region, 2003**



- Less than 4 percent of employees in Brown, Decatur, Jackson, and Owen counties worked for private nonprofit establishments.

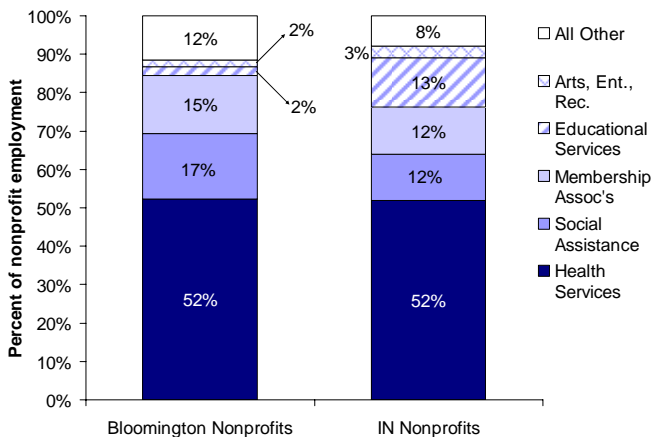
<sup>5</sup> Monroe County's percent of the total population of the region was calculated using 2003 population estimates for Indiana Counties from the Indiana Business Research Center's (IBRC) STATS Indiana Project. IBRC. (2005). Population Estimates for Indiana Counties, 2004. Retrieved September 20, 2005 from [http://www.stats.indiana.edu/population/popTotals/2004\\_cnty\\_est.html](http://www.stats.indiana.edu/population/popTotals/2004_cnty_est.html).

### III. HEALTH DOMINATES

Most nonprofit employees in the Bloomington economic region worked for health organizations, but jobs in membership associations and social assistance organizations were also prominent. The distribution of nonprofit jobs generally resembled that at the state level.

**Nonprofit industries:** The distribution of jobs across major nonprofit services is generally similar to the statewide distribution (compare the columns in Figure 9), with the exception of educational services.

**Figure 9: Distribution of Bloomington economic region and Indiana nonprofit employment by field, 2003**



- More than half (52 percent) of all nonprofit employees in the Bloomington economic region worked in the health services sector, equal to the distribution at the state level. This includes jobs in hospitals, nursing and personal care facilities, clinics, and home health care.
- Social assistance accounted for 17 percent of all employment in the Bloomington economic region's nonprofit sector, slightly more than at the state level (12 percent). This includes employment in individual and family services, job training and related services, and child daycare services.
- About 15 percent of all employment in the regional nonprofit sector was in membership associations, somewhat more than at the state level (12 percent). This includes jobs in business, professional, labor, political, religious, and other civic and social mem-

bership associations such as neighborhood associations, hiking clubs, and environmental organizations.<sup>6</sup>

- Educational services accounted for only 2 percent of all nonprofit jobs in the Bloomington economic region, notably less than at the state level (13 percent). This includes jobs in private nonprofit colleges, universities, elementary and secondary schools. The small percentage in the Bloomington region largely reflects the absence of nonprofit colleges and universities in the region.
- Nonprofit jobs in arts, entertainment, and recreation, such as theatres, orchestras, and amateur sports clubs, accounted for 2 percent of regional nonprofit employment, slightly less than at the state level (3 percent). This category also includes museums, botanical gardens, and zoos.
- The remaining 12 percent of all nonprofit jobs in the Bloomington region were in other types of nonprofit organizations spread across a range of industries, involving financial or credit services; management; printing and publishing firms; housing; and various types of trusts, e.g., charitable, religious, and educational trusts.<sup>7</sup> This is more than the share these jobs held at the state level (8 percent).

<sup>6</sup> Some membership associations, most notably religious congregations, are not required to register with the IRS as tax-exempt organizations. For 2003, we reclassified 24 private membership associations with 96 employees and total payroll of \$1.6 million as nonprofit in the Bloomington region, although they were not registered with the IRS as tax-exempt organizations, on the assumption that all are indeed nonprofit.

<sup>7</sup> These include Utilities (NAICS 22) with 299 nonprofit employees; Information (NAICS 51), with 38 nonprofit employees; Finance and Insurance (NAICS 52), with 237 nonprofit employees; Management of Companies and Enterprises (NAICS 55) with 219 nonprofit employees; Administrative and Support and Waste Management and Remediation Services (NAICS 56) with 28 nonprofit employees; and Accommodation and Food Service (NAICS 72) with 371 nonprofit employees.

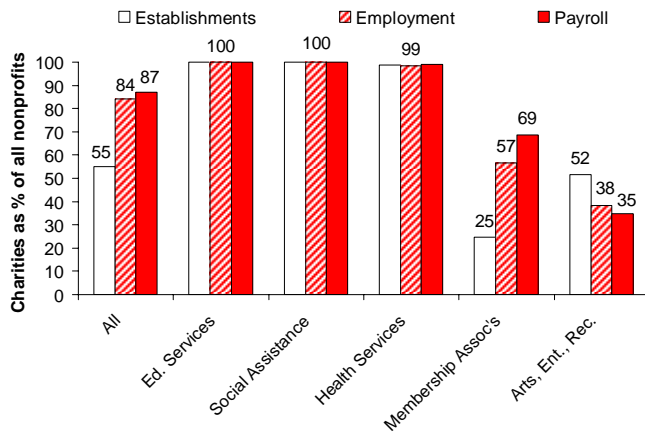
## IV. MAINLY CHARITABLE EMPLOYMENT

*Most of the Bloomington region's nonprofit employees worked for charities rather than for nonprofits registered with the IRS as general social welfare or mutual-benefit nonprofits.*

Charities dominated Bloomington-region nonprofit employment. This includes private, not-for-profit hospitals, clinics, colleges, schools, social service agencies, orchestras, museums, theatres, homeless shelters, soup kitchens, etc., registered with the IRS under section 501(c)(3) of the Internal Revenue Code and eligible to receive tax-deductible donations.

- Although charities accounted for 55 percent of all Bloomington-region nonprofit establishments (white bar in Figure 10), they employed about 84 percent of all nonprofit employees (hatched bar), suggesting that on average they were significantly larger than nonprofits registered under other sub-sections of the IRS codes (see also Appendix D).

**Figure 10: Charities as a percent of total Bloomington-region nonprofit establishments, employment, and payroll, by industry, 2003**

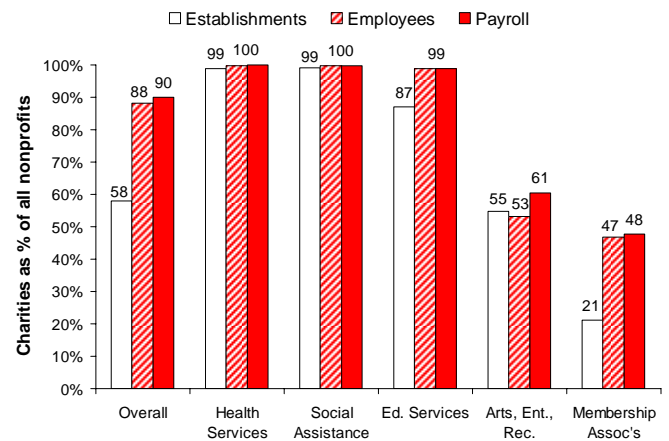


- Virtually all nonprofits in educational services, social assistance, and health were charities rather than nonprofits with other types of tax-exempt status. As noted above, these fields accounted for about 71 percent of total nonprofit employment in the Bloomington economic region, and about 77

percent of total nonprofit employment in the state of Indiana (see Figure 9 above).

- Charities constituted only 25 percent of membership associations in the region, but had 57 percent of the total nonprofit employment and 69 percent of the total nonprofit payroll, suggesting that they were larger than associations registered under other subsections of the IRS codes and that they paid somewhat higher wages.
- Charities accounted for 52 percent of all nonprofit arts, entertainment and recreation establishments, but only 38 percent of nonprofit employees in this field and 35 percent of nonprofit payroll, suggesting that they on average employed fewer workers and paid slightly lower wages than non-charities.
- These patterns were generally similar to those at the statewide level, where 58 percent of nonprofit establishments were charities and 88 percent of nonprofit employees worked for charities (see Figure 11). However, as a comparison of Figures 10 and 11 shows, there were some differences.

**Figure 11: Charities as a percent of total Indiana nonprofit establishments, employment, and payroll, by industry, 2003**



- The Bloomington region's charitable share of educational service establishments was 13 percentage points higher than at the state level, while the charitable share of nonprofit employment in this industry was similar (100 percent), suggesting that Bloomington-region charities in this field employed somewhat fewer people. That is most likely because the educational

service charities in the Bloomington region do not include any colleges or universities (as is the case statewide). The latter generally employ many more people than other types of nonprofit educational establishments, such as primary schools.

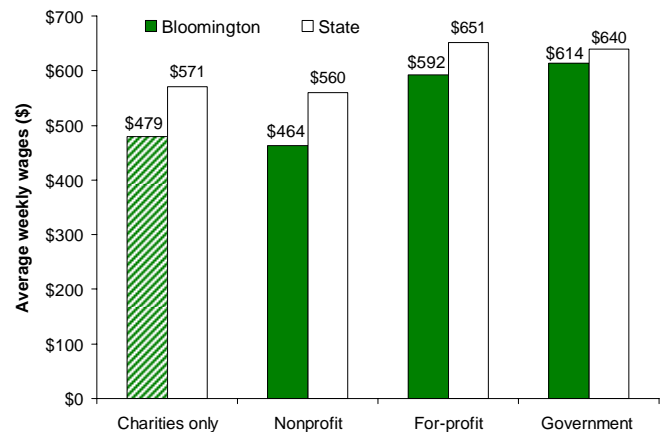
- The charitable share of membership association nonprofit employees in the Bloomington region was 10 percentage points higher than the corresponding state level share, while the share of charitable establishments was 23 percentage points higher, suggesting that Bloomington-region charitable establishments on average employed fewer workers.
- The charitable share of the Bloomington region's nonprofit employment in arts, entertainment, and recreation employment was 15 percentage points below the share at the state level.

## V. NONPROFIT WAGES VARY BY INDUSTRY AND REGION

*The overall average weekly wage for nonprofit employees in the Bloomington region was lower than that in the for-profit and government sectors. In many service fields, however, nonprofit workers actually earned higher wages than their counterparts in for-profit firms, although usually less than government workers. Nonprofit wages varied considerably among the state's economic regions, with Bloomington region wages registering somewhat below the median of all twelve regions.*

**Industry:** Average weekly wages were less in the Bloomington region than for the state as a whole. Overall, the average weekly wage for nonprofit employees in the Bloomington economic region was 22 percent lower than that of for-profit workers and 24 percent lower than for government workers, as shown in figure 12.<sup>8</sup>

**Figure 12: Nonprofit, for-profit, and government average weekly wages in Bloomington economic region and Indiana, 2003**



- Charitable and total nonprofit average weekly wages in the Bloomington region (\$479 and \$464, respectively) were 16-17 percent lower than the statewide average (\$571 and \$560, respectively).

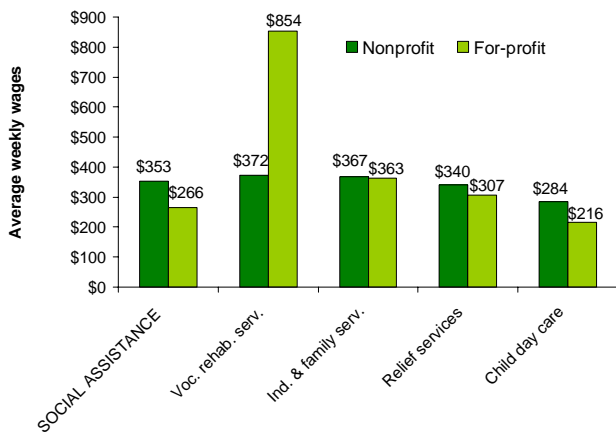
<sup>8</sup> These average weekly wages do not include fringe benefits and make no adjustment for full-time or part-time work (these details are not included in the ES-202 reporting system). Industries or sectors with more reliance on part-time workers could show up as having lower average weekly wages than those with fewer part-time workers, even if the actual hourly pay rates are higher.

- Bloomington-region for-profit average weekly wages (\$592) were nine percent below the \$651 state average.
- Government average weekly wages in the Bloomington region (\$614) were four percent lower than the state average of \$640.

However, when focusing on industries where nonprofits were concentrated our analysis revealed that nonprofits offered higher wages than for-profit providers in several service fields. The exception is health services, where for-profit wages were higher than both nonprofit and government wages.

- Nonprofit *social assistance* employees, on average, earned 33 percent more than workers in for-profit social assistance institutions (see Figure 13).<sup>9</sup> There were no government social assistance establishments in the Bloomington region.

**Figure 13: Comparative average weekly wages in Bloomington-region social assistance organizations, 2003**

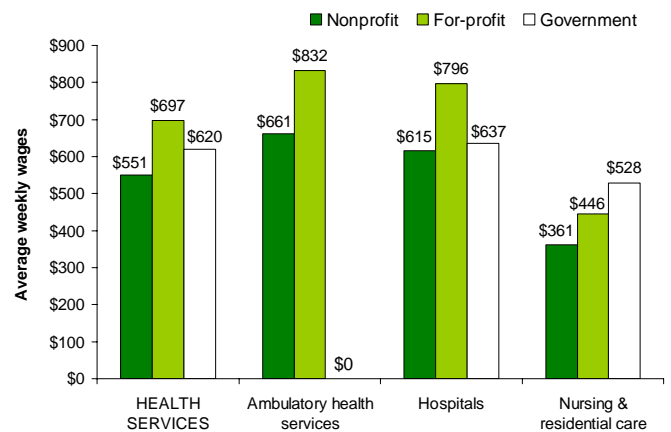


- The four sub-fields shown separately made up 100 percent of all employment in the Bloomington-region social assistance field.
  - Employees in nonprofit vocational rehabilitation organizations earned 57 percent less, on average, than the very few for-profit workers in this field.

<sup>9</sup> Under the North American Industrial Classification System (NAICS), social assistance is considered part of the health industry. We treat it as a separate category in this analysis.

- However, workers in nonprofit individual and family service organizations earned slightly more (1 percent), on average, than the few for-profit workers in the same field.
- Nonprofit employees in relief services (community food and housing, and emergency and other relief services) earned 11 percent more than the few for-profit employees in this field.
- Nonprofit employees in child daycare services earned 32 percent more than their for-profit counterparts.
- A somewhat different pattern was identified for the *health field* in the Bloomington region (see Figure 14). Nonprofit health care workers earned 21 percent less, on average, than workers in similar for-profit institutions, and 11 percent less than government workers in that industry.
- The sub-fields shown separately in Figure 14 accounted for 100 percent of employment in health services.

**Figure 14: Comparative average weekly wages in Bloomington-region health organizations, 2003**

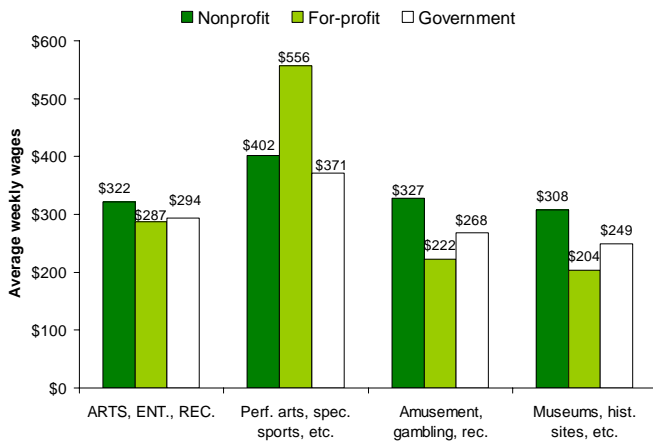


- The ambulatory service category includes health practitioners who provide outpatient services. Nonprofit employees earned 21 percent less, on average than for-profit employees in this field. In 2003, there were no government employers that reported having employees in this field.<sup>10</sup>

<sup>10</sup> In 2002, government employers reported 57 employees in this field, with a payroll of \$1.5 million and with similar levels

- Workers in nonprofit hospitals earned 23 percent less, on average, than the relatively few workers in similar for-profit institutions, and three percent less than government workers (see Figure 14).
- Employees in nonprofit nursing and residential care facilities earned an average of 19 percent less than workers in for-profit organizations and 32 percent less than the relatively few government workers in this field (see Figure 14).
- The relatively few nonprofit employees in *arts, entertainment, and recreation* organizations earned, on average, 12 percent more in weekly wages than their for-profit and 10 percent more than their few government counterparts (Figure 15).

**Figure 15: Comparative average weekly wages in Bloomington-region arts, entertainment, and recreation organizations, 2003**



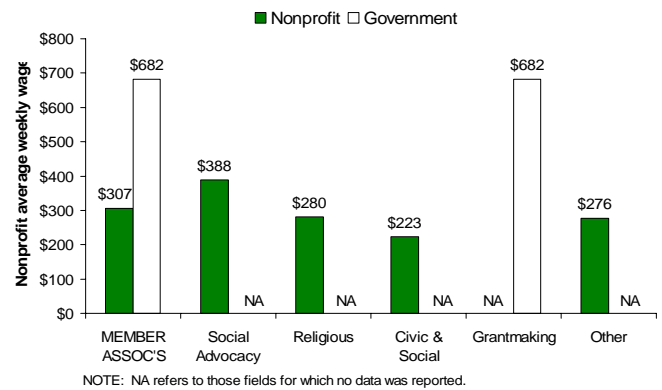
- The sub-fields shown separately in Figure 15 accounted for 100 percent of employment in arts, entertainment, and recreation.
  - The relatively few nonprofit employees in nonprofit performing arts and spectator sports

for 2001. We have been unable to determine why there were no such data for 2003. It is possible that the establishment(s) in question failed to complete the ES-202 survey in time to be included in the data we received; alternatively, the establishment(s) may have converted to for-profit or nonprofit status, which would be consistent with overall trends in this field. However, our lack of ability to precisely explain this lack of data points toward the imprecision of working with data that is self-reported and confidential.

earned 28 percent less in average weekly wages than for-profit employees and eight percent more than government employees in similar organizations.

- Nonprofit employees of amusement, gambling, and recreation establishments on average earned 47 percent more than their for-profit counterparts and 22 percent more than their relatively few government counterparts.
- Nonprofit employees of museums, historical sites, zoos, botanical gardens and similar organizations earned 51 percent more than their for-profit counterparts and 24 percent more than government workers in this field.
- There were wide variations in wages among different membership associations (Figure 16). The Bloomington region housed only one government membership association; the rest of these organizations were nonprofit.

**Figure 16: Comparative average weekly wages in Bloomington-region membership associations, 2003**



- As noted above, our data on average weekly wages did not allow us to determine whether the differences between nonprofit, for-profit, and government employees reflected real differences in wage levels or different rates of using part-time workers.<sup>11</sup>

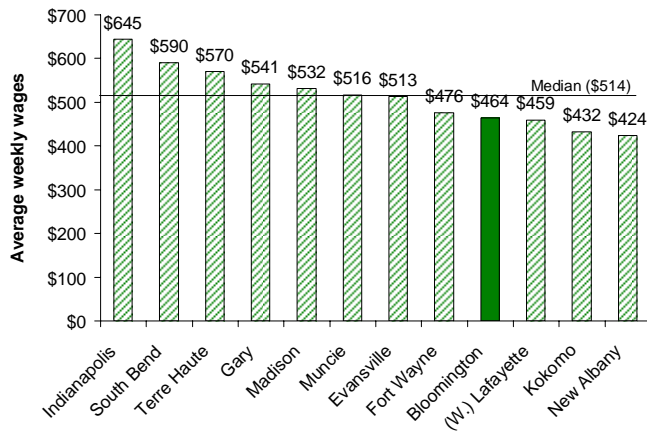
<sup>11</sup> As noted earlier, the average weekly wage reported in the ES-202 survey data makes no adjustment for full-time or part-time work. Industries or sectors with a greater number of part-time workers could show up as having lower average weekly



**Region:** Nonprofit average weekly wages varied considerably among Indiana’s economic regions (see Figure 17).

- The \$464 average nonprofit weekly wage in the Bloomington economic region was 10 percent less than the median weekly wage (\$514) of the 12 Indiana economic regions (see Table 1). Both were below the overall statewide average of \$560.

**Figure 17: Comparative average weekly wages for nonprofit employees by economic regions in Indiana, 2003**



**Table 1: Average weekly wages in nonprofit, for-profit, and government establishments for Indiana economic regions, 2003**

Economic Hub	Nonprofit	For-profit	Government
Indianapolis	\$645	\$725	\$708
South Bend	\$590	\$623	\$596
Terre Haute	\$570	\$543	\$578
Gary	\$541	\$660	\$599
Madison	\$532	\$585	\$557
Muncie	\$516	\$570	\$584
Evansville	\$513	\$617	\$676
Fort Wayne	\$476	\$634	\$616
<b>Bloomington</b>	<b>\$464</b>	<b>\$592</b>	<b>\$614</b>
(W.) Lafayette	\$459	\$593	\$697
Kokomo	\$432	\$706	\$595
New Albany	\$424	\$537	\$585
<b>Median</b>	<b>\$514</b>	<b>\$605</b>	<b>\$598</b>
<b>Bloomington as % of Median</b>	<b>90%</b>	<b>98%</b>	<b>103%</b>

wages than those with fewer part-time workers, even if the actual hourly pay rates are higher.

- Average weekly wages for Bloomington-region employees of for-profit establishments were 2 percent below the median for the twelve regions, and average weekly wages for government establishments were slightly above the median (3 percent).
- Bloomington-region nonprofit weekly wages were generally at or below the median for the state’s twelve economic regions for most key nonprofit industries (see Table 2).

**Table 2: Average weekly wages for nonprofit employment in selected industries for Indiana economic regions, 2003**

Economic Hub	Social Assistance	Hospitals	Nursing & residential care	Ambulatory health care
Indianapolis	\$435	\$748	\$433	\$928
South Bend	\$379	\$682	\$430	\$675
Terre Haute	\$391	NA	\$368	\$534
Gary	\$378	\$739	\$388	\$609
Madison	\$338	\$636	\$360	\$857
Muncie	\$333	\$622	\$386	\$693
Evansville	\$347	\$660	\$400	\$479
Fort Wayne	\$347	NA	\$385	\$550
<b>Bloomington</b>	<b>\$353</b>	<b>\$615</b>	<b>\$361</b>	<b>\$661</b>
(W.) Lafayette	\$299	NA	\$408	\$662
Kokomo	\$355	\$634	\$385	\$485
New Albany	\$394	NA	\$422	NA
<b>Median</b>	<b>\$354</b>	<b>\$648</b>	<b>\$387</b>	<b>\$661</b>
<b>Bloomington as % of Median</b>	<b>100%</b>	<b>95%</b>	<b>93%</b>	<b>100%</b>

\*Note: NA means the information is suppressed for reasons of confidentiality or that there were no nonprofit employees in this industry in the region.

- Average weekly wages for social assistance workers in the Bloomington region (\$353) were slightly below the median (\$354).
- Among eight regions that include nonprofit hospitals, the Bloomington region ranked the lowest in average weekly wages for these types of employees (\$615), about 5 percent below the median (\$648) for the eight regions.
- Average weekly wages for nonprofit employees in nursing and residential care in the

Bloomington region (\$361) are the second to lowest among the twelve regions, or 7 percent below the median (\$387).

- Among the eleven regions for which average weekly wages were available for employees in ambulatory health care, the Bloomington region (\$661) ranked sixth, equal to the median value for the region.

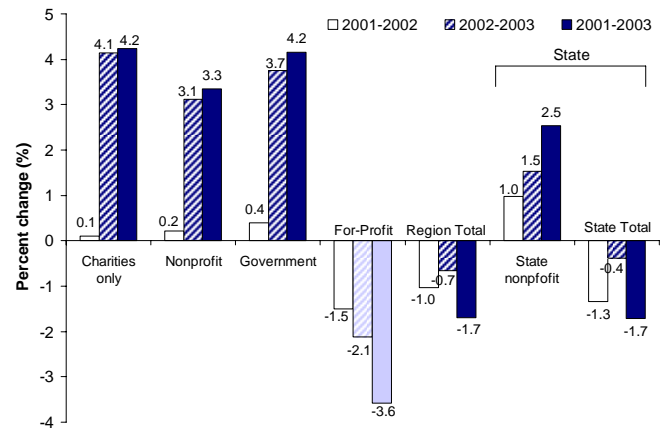
## VI. A GROWING SECTOR

*The Bloomington-region nonprofit sector grew notably faster than the for-profit sectors between 2001 and 2003. Growth in nonprofit employment was concentrated in health services, social assistance, and educational services. The Bloomington region grew at a rate similar to other nonprofit sectors among the state's twelve economic regions during 2001-2003.*

**Employment:** Total employment in the Bloomington region declined slowly each year from 2001 to 2003, while nonprofit employment grew quite rapidly.

- Between 2001 and 2002, overall nonprofit employment grew by 0.2 percent (see white bar in the second group of bars in Figure 18), while government employment grew at a similar rate (0.4 percent, see third group of bars). In contrast, the for-profit sector actually shrank (-1.5 percent, see fourth group of bars).

**Figure 18: Percent change in Bloomington-region and Indiana employment, 2001-2002, 2002-2003, and 2001-2003**

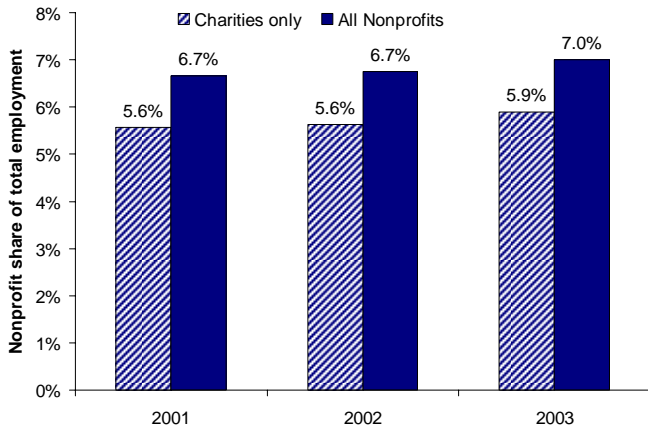


- Between 2002 and 2003, nonprofit employment grew ten times as fast (3.1 percent) as the previous year (see hatched bar in the second group of bars), and government employment grew by 3.7 percent. The for-profit sector shrank by -2.1 percent during this period.
- Overall, between 2001 and 2003 the Bloomington-region nonprofit sector grew by 3.3 percent (see solid bar in the second group of bars), somewhat less

than the overall government employment growth of 4.2 percent and far outperformed net decline in for-profit employment of -3.6 percent.

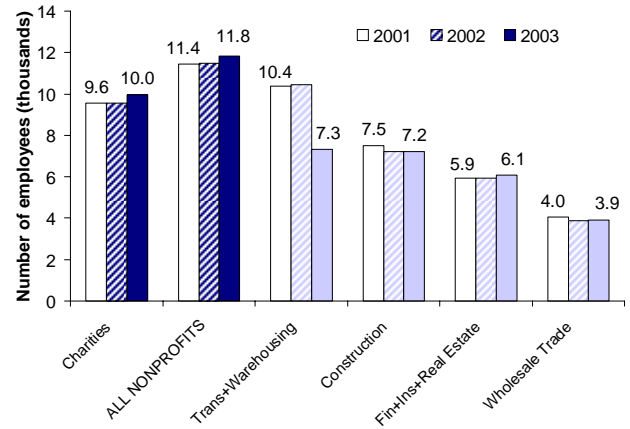
- Throughout the period, employment in charitable establishments (first group of bars) in the Bloomington region grew even faster than overall nonprofit employment.
- The overall growth in nonprofit employment in the Bloomington region outperformed growth at the state level for the 2001-2003 period. Bloomington-region nonprofit employment grew at a faster rate than at the state level (3.3 vs. 2.5 percent). Total employment in both the Bloomington region and the state decreased by -1.7 percent over the 2001-2003 period.
- As a result of comparatively high rates of growth in Bloomington-region nonprofit employment, the nonprofit share of total employment in the region grew from 6.7 percent in 2001 to 7.0 percent in 2003. See Figure 19.

**Figure 19: Nonprofit share of Bloomington economic region employment, 2001-2003**



- While charitable employment grew faster than nonprofit employment overall, the charitable share of total employment in the region grew at a rate comparable to the rate of nonprofit employment growth in the region, from 5.6 percent of all employees in 2001 to 5.9 percent in 2003.
- Over the 2001-2003 period total nonprofit jobs in the Bloomington region increased from 11,444 in 2001 to 11,826 in 2003 (see Figure 20).

**Figure 20: Employment in the nonprofit sector and in selected industries, Bloomington economic region, 2001-2003**



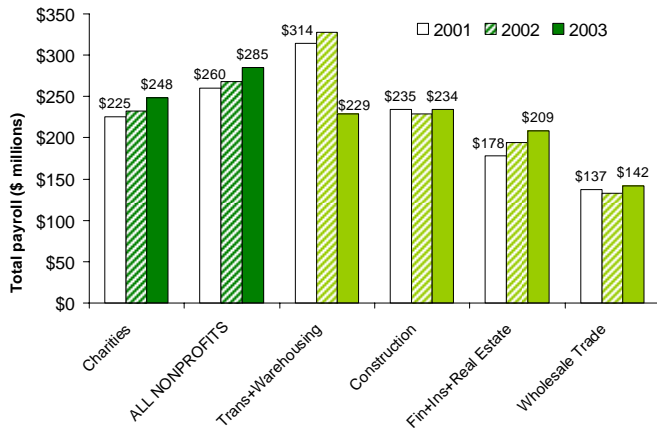
- The growth in overall nonprofit employment (382) was roughly equal to the loss in construction jobs (310) during the same period.
- The growth in nonprofit employment (382) was less than a third of the total increase in government employment (1,300) between 2001 and 2003.

**Payroll:** Overall payroll for nonprofit employees in the Bloomington region increased faster than those of employees in for-profit organizations and government organizations.

- Total payroll for nonprofit employees increased from \$260 million in 2001 to \$285 million in 2003, or by 10 percent (not adjusted for inflation). See Figure 21.
  - To place these changes in perspective, for the 2001-2003 period the net gain of \$25 million in nonprofit payroll was similar to the increase in total payrolls for finance, insurance, and real estate industries (\$31 million) over the same period.
  - Government payroll increased by \$81 million over the 2001-03 period,<sup>12</sup> more than the \$25 million gain in total nonprofit payroll.

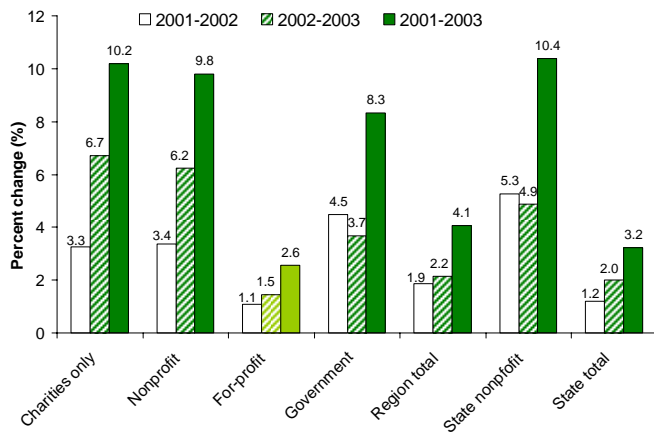
<sup>12</sup> At the state level increases in government employment and payroll are mainly at the level of local government. We do not have sufficient data to determine whether that is also the case for the Bloomington region. However, given the prominence

**Figure 21: Total payroll for Bloomington-region nonprofit employees and for selected industries, 2001-2003**



- As a result, nonprofit payrolls increased at a faster rate than total payrolls of for-profit organizations, and at a faster rate than government payrolls.<sup>13</sup> See Figure 22.

**Figure 22: Percent change in total payroll by sector, Bloomington economic region and Indiana state, 2001-2002, 2002-2003, 2001-2003**



- Between 2001 and 2002, nonprofit payrolls increased at an average annual rate of 3.4 percent. This was less than the annual increase for government workers (4.5 percent) and more than for-profit workers (1.1 percent) in the Bloomington region. Note that these figures are not adjusted for inflation.

of Indiana University in the region, we suspect that most of the increase in government payroll is accounted for by state employees.

<sup>13</sup> See note 11 above.

- Total nonprofit payrolls in the Bloomington region continued to increase between 2002 and 2003 at a rate of 6.2 percent, surging ahead of the statewide nonprofit rate of 4.9 percent. This growth was faster than for Bloomington-region government payrolls (3.7 percent) and more than four times the growth of for-profit payrolls (1.5 percent) in the region.

- Overall, during the 2001-2003 period nonprofit payrolls grew at 9.8 percent (less than the 10.4 percent growth at the state level). This growth was faster than the growth of Bloomington region government payrolls (8.3 percent)<sup>14</sup> and also exceeded that of the region's for-profit payrolls (2.6 percent).

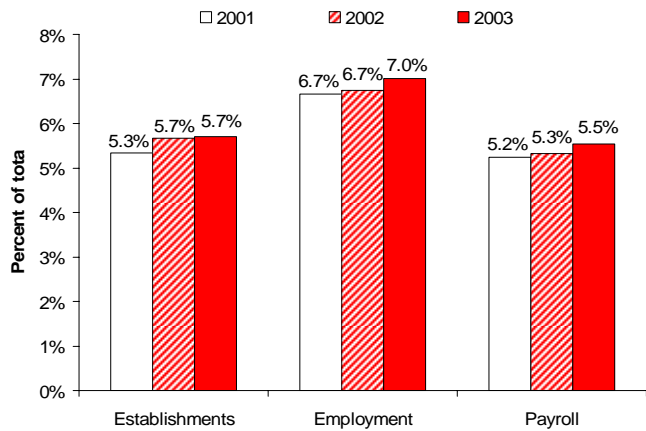
- As a result of these differential growth rates, the nonprofit share of total payroll in the Bloomington region increased from 5.2 percent in 2001 to 5.5 percent in 2003 (see third group of bars in Figure 23), about the same as the region's share in nonprofit employees (see second group of bars), but slightly less than the increase in total nonprofit establishments (see first group of bars). This suggests that nonprofit establishments in the Bloomington region on average employed slightly fewer workers, but paid equivalent wages in 2003 compared to 2001.

- Average weekly wages for Bloomington-region nonprofit employees increased by \$28 between 2001 and 2003 (not adjusted for inflation), slower than the growth of average weekly wages for employees of for-profit (up \$36) but faster than for government employees (up \$24) during the same period. See Figure 24.

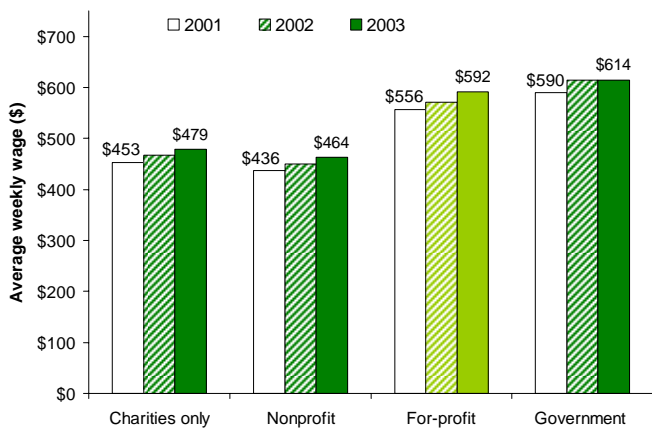
- It is possible that, similar to the statewide analysis, the \$24 increase in average government wages hides major differences among the various levels of government. We do not have sufficient data to verify this.

<sup>14</sup> See note 11 above.

**Figure 23: Nonprofit shares of Bloomington economic region establishments, employment and total payroll, 2001-2003**



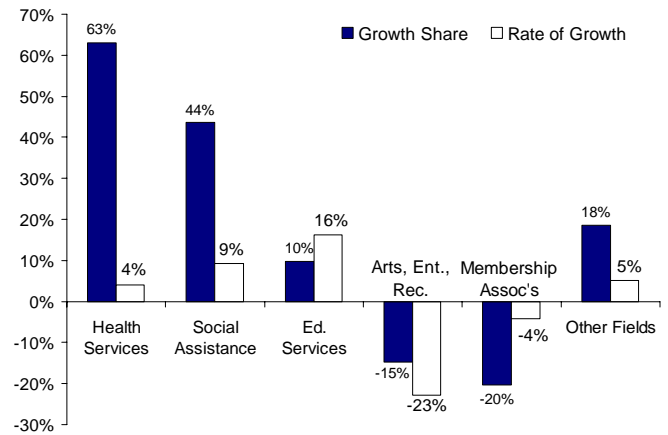
**Figure 24: Average weekly wages by sector, Bloomington economic region, 2001-2003**



**Industry:** Most of the overall growth in Bloomington-region nonprofit employment was accounted for by the health field, with two other fields (educational services and social assistance) accounting for most of the remaining increase. Nonprofit employment declined in arts, entertainment, and recreation and membership associations. See Figure 25.

- Health services accounted for over three-fifths (63 percent) of the overall growth in the Bloomington-region nonprofit sector between 2001 and 2003, even though this field accounted for only 52 percent of nonprofit employment (see Figure 9 earlier).

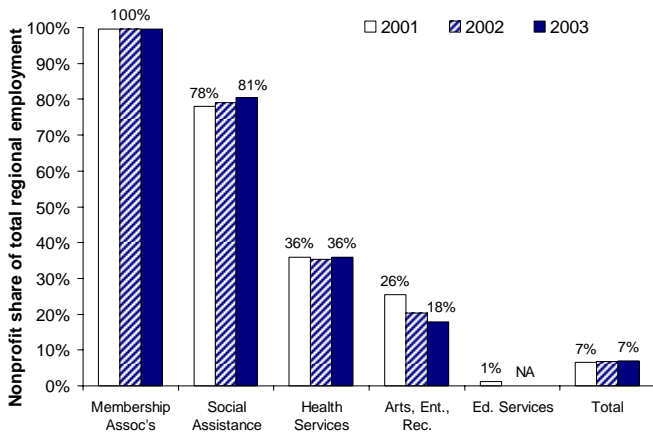
**Figure 25: Bloomington-region nonprofit employment growth shares and rate of growth by industry, 2001-2003**



- Social assistance absorbed another 44 percent of the overall growth in nonprofit employment.
- Educational services accounted for 10 percent of the overall nonprofit growth during this period despite the field's small share of total nonprofit employment (see Figure 9 earlier).
- Employment in two other fields (arts, entertainment, and recreation; membership associations) actually decreased between 2001 and 2003.
- Rates of growth also varied among nonprofit industries in the Bloomington region (see white/clear bars in Figure 25).
  - The number of employees working for nonprofit health services organizations increased by 4 percent between 2001 and 2003.
  - The number of employees in social assistance grew by 9 percent during the 2001-2003 period.
  - The relatively limited nonprofit employment in educational services increased by 16 percent.
  - Employment in arts, entertainment, and recreation and membership associations declined during this period, by -23 percent and -4 percent, respectively.
  - Industries that were too small to report on separately grew at a rate of 5 percent.

- As a result of these differential growth rates, nonprofit employment gained a greater share of total employment in several fields between 2001 and 2003. See Figure 26.
  - Because there was only one government membership association in the Bloomington economic region, the nonprofit share of total employment held steady at virtually 100 percent.
  - The nonprofit share of social assistance employment grew from 78 percent in 2001 to 81 percent in 2003.

**Figure 26: Nonprofit share of total Bloomington employment by industry, 2001-2003**

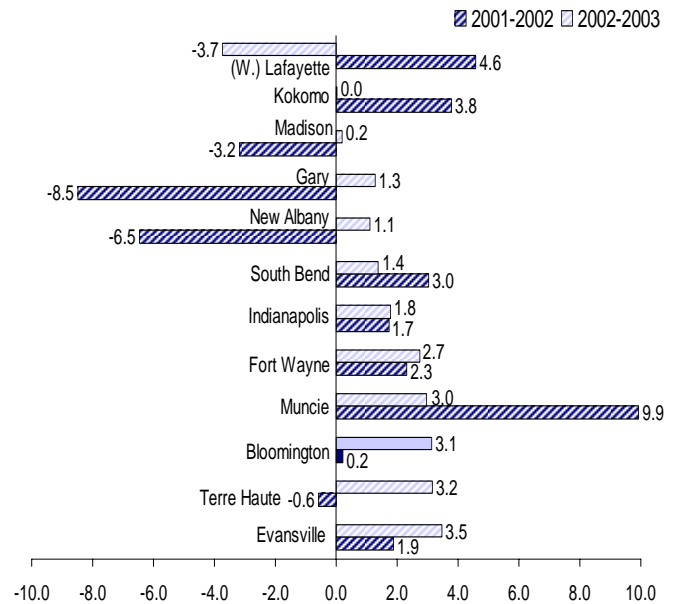


- The nonprofit share of health services employment held steady at 36 percent.
- The share of nonprofit employment in the arts, entertainment, and recreation industry declined from 26 percent in 2001 to 18 percent in 2003.
- Comprehensive data on overall employment in educational services in the region was unavailable in 2002 and 2003.<sup>15</sup>

<sup>15</sup> The lack of data on overall employment in educational services in the region is as perplexing as the lack of data on government employment in ambulatory health care services (see note 9 above). While the ES-202 data we received was entirely missing for this field (NAICS 61), Stats Indiana (<http://www.stats.indiana.edu/cew/>) does include some information for this category. For 2003, this site provides the following information on NAICS 61: for the first two quarters an average of 153 establishments and 18,438 employees; for the last two quarters, an average of 84 establishments and 5,255

**Region:** Most of Indiana’s economic regions experienced moderate annual growth in nonprofit employment between 2002 and 2003. However, during the 2001-2002 period annual rates of growth varied some across the twelve regions (see Figure 27).

**Figure 27: Indiana nonprofit employment: average annual rates of growth for Indiana economic regions, 2001-2002, 2002-2003.**



- Nonprofit employment in the Bloomington region grew more slowly (0.2 percent) between 2001 and 2002 than nonprofit employment in most of the other eleven regions, especially the Muncie, LaFayette, and Kokomo regions (see dark colored bars in Figure 27).
- However, nonprofit employment grew faster between 2002 and 2003 in the Bloomington region than most of the other eleven economic regions (see

employees, in other words, only half the establishments and one-third the employees (and one-quarter the total payroll) during the second half of the year compared to the first half. As a result, when we compute the average quarterly establishments, employees and payrolls from this site, these numbers are less than the total, indicating that the STATS Indiana numbers are missing some information. We don’t know the extent to which this reflects exclusions due to non-disclosure requirements or the failure of some establishments to report employment information for a given quarter. Therefore, we are left with an incomplete portrait of educational services employment in the Bloomington economic region.

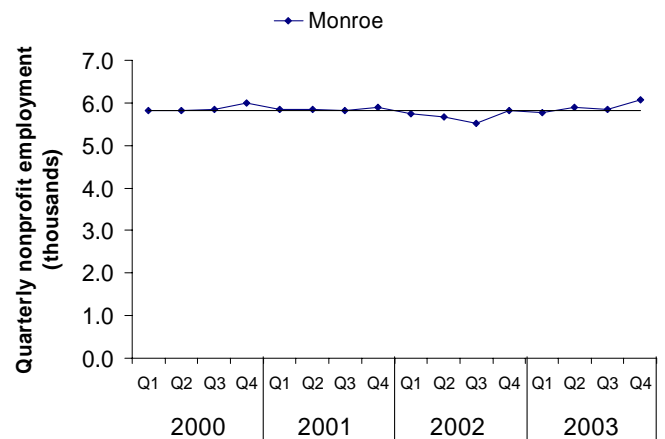
light colored bars in Figure 27), especially Lafayette, the only region where nonprofit employment declined (-3.7 percent) during this period.

## VII. COUNTY TRENDS

*Changes in nonprofit employment varied significantly across the nine counties in the region. Overall, the region saw an increase in nonprofit employment from 2000-2003.<sup>16</sup> Significant increases in a few counties augmented a much smaller increase in Monroe County, by far the dominant county in the region in terms of nonprofit employment.*

Total nonprofit employment in Monroe County declined by -0.4 percent between 2000-2001 and by -2.8 percent between 2001-2002. However, Monroe County nonprofit employment rebounded between 2002-2003 with an increase of 3.6 percent, for an overall increase of 0.3 percent over the 2000-2003 period (from an average of 5,875 nonprofit employees in 2000 to 5,892 in 2003). Despite the overall stability in the sector in Monroe County over the three-year period, a quarterly analysis reveals noteworthy fluctuations in nonprofit employment during most years of this period. See Figure 28.

**Figure 28: Quarterly nonprofit employment trends in Monroe County, 2000-2003**

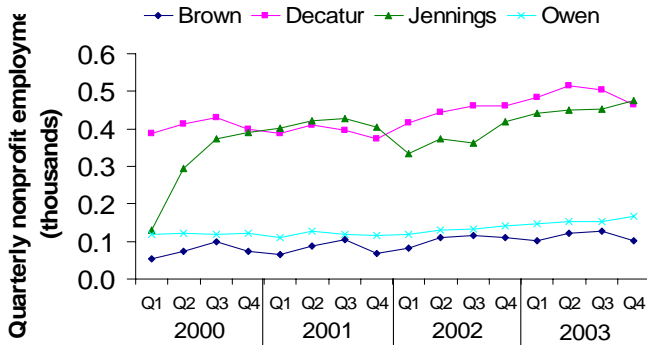


- Other counties experienced more significant increases, but accounted for much smaller regional shares of nonprofit employment. Those counties experiencing significant increases in nonprofit employment were Jennings, Brown, Owen, and Decatur, with nonprofit employment increasing in each of these counties by 53.2 percent, 51.7 percent, 28.9 percent, and 20.6 percent respectively over the 2000-

<sup>16</sup> See note 1 above.

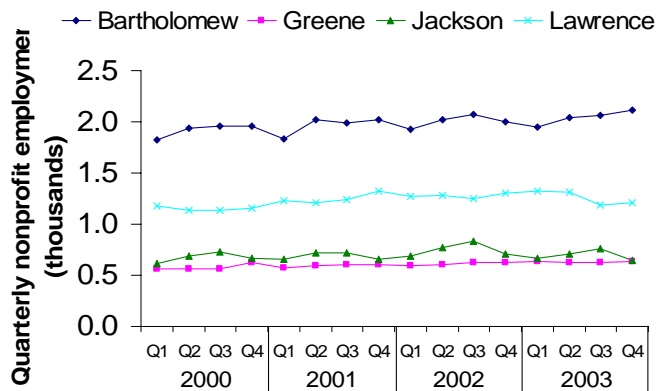
2003 period. While the rate of overall growth in these counties far outpaced growth in Monroe County and the region as a whole, analysis of quarterly fluctuations shows a higher degree of instability in these counties than in the others. See Figure 29.

**Figure 29: Quarterly nonprofit employment trends in Brown, Owen, Jennings, and Decatur Counties, 2000-2003**



- Lawrence, Greene, Bartholomew, and Jackson Counties saw less significant rates of growth in nonprofit employment than the above counties, but relatively more significant increases than Monroe County. Nonprofit employment increased in these counties by 9.1 percent, 8.9 percent, 6.4 percent, and 3.5 percent respectively over the 2000-2003 period. Quarterly fluctuations in these counties were more noticeable than in Monroe County, but less noticeable than in Brown, Owen, Jennings, and Decatur Counties above. See Figure 30.

**Figure 30: Quarterly nonprofit employment trends in Bartholomew, Lawrence, Greene, and Jackson Counties, 2000-2003**





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## APPENDIX A: THE ES-202 UNEMPLOYMENT INSURANCE LABOR MARKET INFORMATION PROGRAM

### SOURCE OF DATA

The major source of data for this report was the Covered Employment and Wages Program, commonly referred to as the ES-202 program, a cooperative initiative involving State Employment Security Agencies and the Bureau of Labor Statistics. The ES-202 program produces a comprehensive tabulation of employment and wage information for workers covered by state Unemployment Insurance (UI) laws and Federal workers covered by the Unemployment Compensation for Federal Employees Program. Data contained in this report represent all employees covered by the Unemployment Insurance (UI) Law of Indiana as well as federal workers covered by the Unemployment Compensation of Federal Employees Program. The data on state-insured workers were compiled from quarterly contribution reports submitted by employers subject to Indiana law. Employment data pertaining to the federal government were obtained from similarly required reports submitted by the various government installations in Indiana.

### SCOPE OF COVERAGE

The ES-202 program accounts for approximately 98 percent of all wage and salary civilian employment nationally (the program does not cover self-employed and family workers). The principal exclusions from the ES-202 data set are railroad workers, small-scale agriculture, domestic service, crew members on small vessels, state and local government elected officials, insurance and real estate agents who receive payment solely by commission, part-time employees of charitable organizations,<sup>17</sup> charitable establishments employing less than 4 workers in 20 weeks during the year, and religious organizations. The latter two exclusions mean that our analysis necessarily underestimated Indiana nonprofit employment.

Of the two, the exclusion of religious organizations is the most significant; however, religious organizations

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<sup>17</sup> “Part-Time” is defined as remuneration less than \$50 in any calendar quarter.

may elect to be covered by the UI program and those that do were covered in the data and most likely were classified as membership associations. At this time the total level of non-coverage is unknown, although it appears to be extensive for religious organizations, probably at least 30,200 paid employees statewide.<sup>18</sup> We also estimate that 67 percent of the state’s 13,600 charitable establishments that are not congregations<sup>19</sup> employed less than 4 workers (perhaps some 5,600 workers in total), and therefore were not covered by the ES-202 program.<sup>20</sup>

The number of employees is measured by the number of filled jobs for the pay period that includes the 12<sup>th</sup> day of each month as reported by the employer. Both part-time and full-time employees are included in the data set, without distinction between the two groups. If a person holds two jobs, that person would be counted twice in the data set. Wages include bonuses, stock options, the cash value of meals and lodging, and tips and other gratuities, but not the value of fringe benefits, such as employer contributions to health insurance or pensions.

The employment data for nonprofit organizations were identified by matching the Federal Employer Identification Numbers (FEINs) of firms in the Indiana ES-202 system with the FEINs of entities that have registered with the IRS for tax-exempt status. This work was performed by the Indiana Business Research Center, Kelley School of Business, Indiana University, under a confidentiality agreement with the State of Indiana. Only aggregated data, filtered using federal and state disclosure rules to preserve confidentiality, were used for this study.

Indiana tax-exempt firms were identified using the Exempt Organization Master File (EOMF), which is a listing of all organizations exempt from taxation under section 501(c) of the Internal Revenue Code. The file is cumulative; information on new organizations is added to the file on an ongoing basis and an effort is made to delete defunct organizations. By matching the FEINs in

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<sup>18</sup> For information about how we developed these estimates, please see Appendix A in our statewide report, *Indiana Nonprofit Employment: 2005 Report*, by Kirsten A. Grønberg and Erich T. Eschmann (Bloomington, IN: Indiana University School of Public and Environmental Affairs, May, 2005) available at [www.indiana.edu/~nonprof](http://www.indiana.edu/~nonprof).

<sup>19</sup> Analysis of our comprehensive database of Indiana nonprofits from 2001 suggests that about 25 percent of Indiana congregations (or 2,300) are registered as public charities with the IRS.

<sup>20</sup> See note 18 above.

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the EOMF with those on the ES-202 data set, it is possible to identify all nonprofit entities that are registered with the IRS if they have employees working at an establishment in the state covered by the ES-202 record system. This is the case even if they are not using an Indiana address for purposes of reporting to the IRS since we matched the entire IRS EOMF listing for the U.S. against the Indiana ES-202 data set.

The EOMF includes the name, address, and zip code of the organization, the Federal Employer Identification Number, and the exact Internal Revenue Code subsection under which the organization has claimed tax exemption. This includes most notably the so-called “charitable” portion of the tax-exempt universe, those registered with the U.S. Internal Revenue Service under Section 501(c)(3) of the Internal Revenue Code – private, not-for-profit hospitals, clinics, colleges, universities, elementary schools, social service agencies, day care centers, orchestras, museums, theaters, homeless shelters, soup kitchens, and many more.

In addition to Section 501(c)(3), the Internal Revenue Code contains twenty-five other subsections under which organizations can claim exemption from federal income taxation as nonprofit organizations, such as social clubs, labor unions, business associations, and civic organizations.

For the purpose of this report, we have included all organizations exempt from federal income tax under section 501(c). Section 501(c)(3) is by far the most important sub-section of these. It covers the bulk of nonprofit organizations and includes the organizations most commonly associated with the nonprofit sector.

Some nonprofit establishments were not captured in this report. These include entities that have not registered with the IRS for tax exempt status and therefore do not have a record in the national EOMF. Were they included, they might add another 31,300 to the count of nonprofit employees analyzed in this report.<sup>21</sup> Some (perhaps even most) of these may well be included in the ES-202 reporting system, but because they are not captured in the national EOMF list, they would under our methodology be classified as for-profit rather than nonprofit establishments. This is in addition to employees in Indiana congregations and in small charities that are also

missing from the analysis because they are not required to participate in the ES-202 reporting system.<sup>22</sup>

Also, there may be a significant number of multiple establishment commercial firms that have nonprofit subsidiaries; these nonprofit subsidiaries would not be identified as nonprofit firms in the state ES-202 records. The number of such establishments is unknown. On the other hand, there may be some multiple establishment nonprofit firms that have commercial subsidiaries, but which would be classified as nonprofits under our methodology. We don’t know the extent of these misclassifications.

Finally, we used the IRS status on the EOMF as of February 2002, March 2003, and March 2004 to capture IRS exempt status at the end of the immediately preceding calendar year in order to allow for newly registered exempt entities to be included on the EOMF (a process that may take several months). That means we were able to identify correctly the nonprofit status of employers that were registered as tax-exempt at the end of the calendar year in 2001, 2002, or 2003. We were unable, however, to account for establishments that were deleted from the IRS tax-exempt list by February/March of the following year because they had ceased to operate or converted to for-profit or government status, although they may have operated as nonprofit organizations for some or all of the calendar year. Because these organizations did not appear in the EOMF files from their respective years, they were not identified as nonprofits in the ES-202 dataset. If they had employees and payroll during this time, they would by default be considered for-profit establishments. Consequently, our estimates in this report most likely underestimated the nonprofit share of the Indiana economy for 2001-2003.

The Johns Hopkins Center for Civil Society Studies’ Nonprofit Employment Data Project is now working with State Employment Security Agencies throughout the country drawing on this ES-202 data source to generate similar data on nonprofit employment in other states. For more information, visit the CCSS Web site (<http://www.jhu.edu/~ccss>). For more information on the project on **Indiana Nonprofits: Scope and Community Dimensions**, see <http://www.indiana.edu/~nonprof>.

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<sup>21</sup> See note 18 above.

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<sup>22</sup> We believe these estimates of undercounts in nonprofit employment are reasonable, perhaps even conservative. See note 18 above.

**APPENDIX B: NONPROFIT EMPLOYMENT IN BLOOMINGTON ECONOMIC REGION  
BY COUNTY, 2003<sup>23</sup>**

<b>County</b>	<b>Total nonprofit employment in county</b>	<b>Total employment in county</b>	<b>Nonprofit employment in county as percent of total nonprofit employment in region</b>	<b>Nonprofit employment as percent of total employment in county</b>	<b>Total nonprofit payroll</b>
Monroe	5,892	59,863	49.8%	9.8%	\$150,187,279
Bartholomew	2,039	39,290	17.2%	5.2%	\$51,209,427
Lawrence	1,257	14,240	10.6%	8.8%	\$32,413,127
Jackson	697	20,181	5.9%	3.5%	\$14,346,803
Greene	631	7,279	5.3%	8.7%	\$11,132,950
Decatur	492	12,456	4.2%	3.9%	\$8,000,217
Jennings	455	8,176	3.8%	5.6%	\$11,220,368
Owen	155	4,422	1.3%	3.5%	\$2,788,994
Brown	114	2,954	1.0%	3.9%	\$2,169,823
Add'l Membership Assoc's <sup>24</sup>	96	--	0.8%	--	\$1,648,003
<b>Grand Total for Region</b>	<b>11,826</b>	<b>168,861</b>	<b>100.0%</b>	<b>7.0%</b>	<b>\$283,468,988</b>

<sup>23</sup> The source data for the “total nonprofit employment in county” column is based on the ES-202 files, reported to us by the Indiana Business Research Center at Indiana University. (See Introduction and Appendix A for more information on this data source.) However, the source data for “total employment in county” is based on published data from <http://www.stats.indiana.edu/cew/> and as such reflects the need to suppress some data for some quarters for some counties in order to preserve confidentiality at the county level.

<sup>24</sup> These are the 96 employees of membership associations that we re-classified as nonprofit on the assumption that there are no for-profit membership associations. See note 5 above. However, we are unable to determine the specific county in which these 96 employees are located; therefore, they are listed separately here.

## APPENDIX C: NONPROFIT EMPLOYMENT IN INDIANA, BY ECONOMIC REGION, 2003

Economic Region/Hub	Total nonprofit employ- ment in region	Total employ- ment in region	Nonprofit employment as percent of total nonprofit employment in state	Nonprofit employ- ment as percent of total employ- ment in region	Con- struc- tion as percent of total employ- ment in region	Manu- facturing as percent of total employ- ment in region	Total nonprofit payroll
Indianapolis	68,410	840,103	29.7%	8.1%	5.7%	12.7%	\$2,295,208,326
South Bend	37,956	362,395	16.5%	10.5%	4.2%	32.3%	\$1,163,908,636
Gary	21,955	257,938	9.5%	8.5%	6.6%	15.7%	\$618,164,199
Fort Wayne	21,494	284,475	9.3%	7.6%	4.9%	26.0%	\$531,725,008
Evansville	18,849	224,405	8.2%	8.4%	5.6%	21.7%	\$502,542,818
Muncie	12,046	115,994	5.2%	10.4%	3.7%	21.8%	\$322,970,213
<b>Bloomington</b>	<b>11,826</b>	<b>168,861</b>	<b>5.1%</b>	<b>7.0%</b>	<b>4.3%</b>	<b>24.5%</b>	<b>\$285,116,991</b>
Terre Haute	10,973	106,662	4.8%	10.3%	4.0%	21.5%	\$325,246,817
Kokomo	9,345	115,391	4.1%	8.1%	3.3%	30.9%	\$209,804,061
(W.) Lafayette	7,512	101,359	3.3%	7.4%	4.2%	23.5%	\$179,420,778
Madison	4,828	65,237	2.1%	7.4%	4.3%	21.7%	\$133,563,687
New Albany	4,472	104,825	1.9%	4.3%	5.7%	21.5%	\$98,716,625
Nondistributable (statewide)	669	73,970	0.3%	0.9%	7.7%	0.7%	\$23,134,705
<b>Grand Total for State</b>	<b>230,335</b>	<b>2,821,614</b>	<b>100.0%</b>	<b>8.2%</b>	<b>5.1%</b>	<b>20.3%</b>	<b>\$6,689,522,864</b>

## APPENDIX D: DISTRIBUTION OF NONPROFIT AND CHARITABLE EMPLOYMENT BY INDUSTRY IN BLOOMINGTON ECONOMIC REGION, 2003

NAICS Codes	Industry	Type of organizations	Nonprofit employment		Charity employment	
			Number of employees	Percent of total nonprofit employment	Number of employees	Percent of total charity employment
61	<b>Educational Services</b>	Private elementary and secondary schools, colleges and universities	270	2%	270	3%
62*	<b>Health Services</b> <i>(exclusive of Social Assistance)</i>	Hospitals, nursing and personal care facilities, home health care organizations	6,139	52%	6,052	61%
624	<b>Social Assistance</b>	Child day care services, job training and related services, individual and family services	1,986	17%	1,986	20%
71	<b>Amusement and Recreation Services</b>	Performing arts, spectator sports, museums, historical sites, zoos and botanical gardens	191	2%	73	1%
813	<b>Membership Organizations</b>	Business associations, professional associations, neighborhood associations, social clubs, hiking clubs, environmental organizations	1,795	15%	1,016	10%
All other	<b>Other</b>	Utilities, information, publishing, finance and insurance, credit intermediation and related activities, funds, trusts, and other financial vehicles, real estate, rental and leasing, management of companies and enterprises, accommodation, and others	1,446	12%	569	6%
<b>Total</b>			<b>11,826</b>	<b>100%</b>	<b>9,965</b>	<b>100%</b>

## APPENDIX E: NONPROFIT EMPLOYMENT AND WAGES FOR SELECT INDUSTRIES IN BLOOMINGTON ECONOMIC REGION, 2003

NAICS Code	Industry group	Total nonprofit employment	Share of nonprofit employment	Average weekly wage	Estimated average annual wage
<b>61</b>	<b>EDUCATION SERVICES</b>	<b>270</b>	<b>2.3%</b>	<b>\$335</b>	<b>\$17,428</b>
611	Educational Services	270	2.3%	\$335	\$17,428
6111	Elementary and Secondary Schools	NA***	NA	NA	NA
6112	Junior Colleges	--	--	--	--
6113	Colleges, Universities, and Professional Schools	NA	NA	NA	NA
<b>62*</b>	<b>HEALTH SERVICES</b>	<b>6,139</b>	<b>52.3%</b>	<b>\$551</b>	<b>\$28,632</b>
621	Ambulatory Health Care Services	872	7.4%	\$661	\$34,391
6214	<i>Outpatient Care Centers</i>	NA	NA	NA	NA
6216	<i>Home Health Care Services</i>	NA	NA	NA	NA
622	Hospitals	3,328	28.4%	\$615	\$31,987
6221	<i>General Medical and Surgical Hospitals</i>	3,328	28.4%	\$615	\$31,987
6222	<i>Psychiatric and Substance Abuse Hospitals</i>	--	--	--	--
6223	<i>Specialty (except Psychiatric and Substance Abuse) Hospitals</i>	--	--	--	--
623	Nursing and Residential Care Facilities	1,965	16.7%	\$361	\$18,766
6231	<i>Nursing Care Facilities</i>	1,498	12.8%	\$372	\$19,324
6232	<i>Res. Mental Retardation, Mental Hlth. &amp; Sub. Abuse Facilities</i>	NA	NA	NA	NA
6233	<i>Community Care Facilities for the Elderly</i>	NA	NA	NA	NA
<b>624</b>	<b>SOCIAL ASSISTANCE</b>	<b>1,986</b>	<b>16.9%</b>	<b>\$353</b>	<b>\$18,345</b>
6241	Individual and Family Services	461	3.9%	\$367	\$19,109
6242	Community Food & Housing, Emergency & Other Relief Services	127	1.1%	\$340	\$17,686
6243	Vocational Rehabilitation Services	1,040	8.9%	\$372	\$19,323
6244	Child Day Care Services	358	3.1%	\$284	\$14,752
<b>71</b>	<b>ARTS, ENTERTAINMENT, RECREATION</b>	<b>191</b>	<b>1.6%</b>	<b>\$322</b>	<b>\$16,748</b>
711	Performing Arts, Spectator Sports, and Related Industries	25	0.2%	\$402	\$20,892
712	Museums, Historical Sites, and Similar Institutions	48	0.4%	\$308	\$15,994
713	Amusement, Gambling, and Recreation Industries	124	1.1%	\$327	\$17,026
<b>813**</b>	<b>RELIGIOUS, GRANTMAKING, CIVIC, PROFESSIONAL, AND SIMILAR ORGANIZATIONS</b>	<b>1,795</b>	<b>15.3%</b>	<b>\$307</b>	<b>\$15,939</b>
8131	Religious Organizations	NA	NA	NA	NA
8132	Grantmaking and Giving Services	NA	NA	NA	NA
8133	Social Advocacy Organizations	60	0.5%	\$388	\$20,160
8134	Civic and Social Organizations	961	8.2%	\$223	\$11,608
8139	Business, Professional, Labor, Political, and Similar Organizations	354	3.0%	\$276	\$14,370
<b>Suppressed and other fields</b>		<b>1,349</b>	<b>11.5%</b>	<b>\$495</b>	<b>\$25,755</b>
<b>Total</b>		<b>11,730</b>	<b>100.0%</b>	<b>\$465</b>	<b>\$24,166</b>

\* The NAICS incorporates Social Assistance (NAICS 624) into Health Services (NAICS 62). For clarity, our analysis separates the two.

\*\* We classify all NAICS 813 private employment as nonprofit.

\*\*\* The ES-202 suppresses data for particular industries in particular quarters in which there are very few entities reporting. This is done in order to protect the confidentiality of the entities reporting. For Appendices E, F, and G, "NA" signifies the fields for which this suppression occurred, and "--" signifies those fields for which there was no data reported at all.

## APPENDIX F: TOTAL EMPLOYMENT AND WAGES FOR SELECT INDUSTRIES IN BLOOMINGTON ECONOMIC REGION, 2003<sup>25</sup>

NAICS Code	Industry group	Total employ- ment by industry	Industry share of total em- ployment	Average weekly wage by industry	Average annual wage by industry
<b>61<sup>26</sup></b>	<b>EDUCATION SERVICES</b>	<b>11,847</b>	<b>7.0%</b>	<b>\$684</b>	<b>\$35,546</b>
611	Educational Services	11,847	7.0%	\$684	\$35,546
6111	Elementary and Secondary Schools	1505	0.9%	\$514	\$26,718
6112	Junior Colleges	NA	NA	NA	NA
6113	Colleges, Universities, and Professional Schools	NA	NA	NA	NA
<b>62*</b>	<b>HEALTH SERVICES</b>	<b>19,058</b>	<b>11.3%</b>	<b>\$595</b>	<b>\$30,940</b>
621	Ambulatory Health Care Services	4,947	2.9%	\$812	\$42,221
6214	<i>Outpatient Care Centers</i>	NA	NA	NA	NA
6216	<i>Home Health Care Services</i>	NA	NA	NA	NA
622	Hospitals	NA	NA	NA	NA
6221	<i>General Medical and Surgical Hospitals</i>	NA	NA	NA	NA
6222	<i>Psychiatric and Substance Abuse Hospitals</i>	NA	NA	NA	NA
6223	<i>Specialty (except Psychiatric and Substance Abuse) Hospitals</i>	--	--	--	--
623	Nursing and Residential Care Facilities	4,061	2.4%	\$411	\$21,358
6231	<i>Nursing Care Facilities</i>	2578	1.5%	\$417	\$21,705
6232	<i>Res. Mental Retardation, Mental Hlth. &amp; Sub. Abuse Facilities</i>	NA	NA	NA	NA
6233	<i>Community Care Facilities for the Elderly</i>	NA	NA	NA	NA
<b>624</b>	<b>SOCIAL ASSISTANCE</b>	<b>490</b>	<b>0.3%</b>	<b>\$366</b>	<b>\$19,010</b>
6241	Individual and Family Services	4	0.0%	\$222	\$11,528
6242	Community Food & Housing, Emergency & Other Relief Services	NA	NA	NA	NA
6243	Vocational Rehabilitation Services	NA	NA	NA	NA
6244	Child Day Care Services	92	0.1%	\$196	\$10,214
<b>71</b>	<b>ARTS, ENTERTAINMENT, RECREATION</b>	<b>945</b>	<b>0.6%</b>	<b>\$328</b>	<b>\$17,048</b>
711	Performing Arts, Spectator Sports, and Related Industries	123	0.1%	\$609	\$31,668
712	Museums, Historical Sites, and Similar Institutions	NA	NA	NA	NA
713	Amusement, Gambling, and Recreation Industries	391	0.2%	\$257	\$13,374
<b>Suppressed and other fields</b>		<b>136,521</b>	<b>80.8%</b>	<b>\$580</b>	<b>\$30,179</b>
<b>Total</b>		<b>168,861</b>	<b>100.0%</b>	<b>\$587</b>	<b>\$30,535</b>

<sup>25</sup> In order to maximize the information available, this table reflects the following contingencies: (1) data for 2-digit and 3-digit NAICS codes are based on published data from <http://www.stats.indiana.edu/cew/> and as such reflect the need to suppress some data for some quarters for some counties in order to preserve confidentiality at the county level; (2) data for 4-digit NAICS codes are totals for the region as a whole, compiled by the Indiana Business Research Center as a sum of county-level data, again excluding county data that are not available due to non-disclosure requirements. As such, the 4-digit NAICS data may not sum to the associated 3-digit data reported here.

<sup>26</sup> See note 15 above.

## APPENDIX G: GOVERNMENT EMPLOYMENT AND WAGES FOR SELECT INDUSTRIES IN BLOOMINGTON ECONOMIC REGION, 2003

NAICS Code	Industry group	Total government employment	Share of government employment	Average weekly wage	Average annual wage
<b>61</b>	<b>EDUCATION SERVICES</b>	<b>19,792</b>	<b>60.0%</b>	<b>\$656</b>	<b>\$34,133</b>
611	Educational Services	19,792	60.0%	\$656	\$34,133
6111	Elementary and Secondary Schools	8,438	25.6%	\$610	\$31,729
6112	Junior Colleges	457	1.4%	\$408	\$21,212
6113	Colleges, Universities, and Professional Schools	10,897	33.0%	\$703	\$36,537
<b>62*</b>	<b>HEALTH SERVICES</b>	<b>4,118</b>	<b>12.5%</b>	<b>\$620</b>	<b>\$32,214</b>
621	Ambulatory Health Care Services	--	--	--	--
6214	<i>Outpatient Care Centers</i>	--	--	--	--
6216	<i>Home Health Care Services</i>	--	--	--	--
622	Hospitals	3,469	10.5%	\$637	\$33,107
6221	<i>General Medical and Surgical Hospitals</i>	3,469	10.5%	\$637	\$33,107
6222	<i>Psychiatric and Substance Abuse Hospitals</i>	--	--	--	--
6223	<i>Specialty (except Psychiatric and Substance Abuse) Hospitals</i>	--	--	--	--
623	Nursing and Residential Care Facilities	649	2.0%	\$528	\$27,441
6231	<i>Nursing Care Facilities</i>	--	--	--	--
6232	<i>Res. Mental Retardation, Mental Hlth. &amp; Sub. Abuse Facilities</i>	649	2.0%	\$528	\$27,441
6233	<i>Community Care Facilities for the Elderly</i>	--	--	--	--
<b>624</b>	<b>SOCIAL ASSISTANCE</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>
6241	Individual and Family Services	--	--	--	--
6242	Community Food & Housing, Emergency & Other Relief Services	--	--	--	--
6243	Vocational Rehabilitation Services	--	--	--	--
6244	Child Day Care Services	--	--	--	--
<b>71</b>	<b>ARTS, ENTERTAINMENT, RECREATION</b>	<b>47</b>	<b>0.1%</b>	<b>\$294</b>	<b>\$15,302</b>
711	Performing Arts, Spectator Sports, and Related Industries	13	0.0%	\$371	\$19,311
712	Museums, Historical Sites, and Similar Institutions	5	0.0%	\$249	\$12,957
713	Amusement, Gambling, and Recreation Industries	29	0.1%	\$268	\$13,923
<b>813</b>	<b>RELIGIOUS, GRANTMAKING, CIVIC, PROFESSIONAL, AND SIMILAR ORGANIZATIONS</b>	<b>7</b>	<b>0.0%</b>	<b>\$682</b>	<b>\$35,483</b>
8131	Religious Organizations	--	--	--	--
8132	Grantmaking and Giving Services	7	0.0%	\$682	\$35,483
8133	Social Advocacy Organizations	--	--	--	--
8134	Civic and Social Organizations	--	--	--	--
8139	Business, Professional, Labor, Political, and Similar Organizations	--	--	--	--
<b>Suppressed and other fields</b>		<b>9,051</b>	<b>27.4%</b>	<b>\$520</b>	<b>\$27,049</b>
<b>Total</b>		<b>33,014</b>	<b>100.0%</b>	<b>\$614</b>	<b>\$31,925</b>



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## 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 September 2005. Online reports, as well as summaries of all other items are available on the project web site: [www.indiana.edu/~nonprof](http://www.indiana.edu/~nonprof). To obtain a complete version of an unpublished paper please contact Kirsten Grønbjerg ([kgronbj@indiana.edu](mailto: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 was 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](http://www.donorsforum.org), December, 2003).

#### Online Reports

- Northwest Region Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #3. December 2005 ([www.indiana.edu/~nonprof/results/npsurvey/inscomnorthwest.pdf](http://www.indiana.edu/~nonprof/results/npsurvey/inscomnorthwest.pdf)).
- Evansville Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #2. December 2005 ([www.indiana.edu/~nonprof/results/npsurvey/inscomevansville.pdf](http://www.indiana.edu/~nonprof/results/npsurvey/inscomevansville.pdf)).
- Bloomington Nonprofits: Scope and Dimensions, by Kirsten A. Grønbjerg and Patricia Bortrager Tennen. Online report. Community Report #1. December 2005 ([www.indiana.edu/~nonprof/results/npsurvey/inscombloomington.pdf](http://www.indiana.edu/~nonprof/results/npsurvey/inscombloomington.pdf)).
- 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](http://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](http://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](http://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](http://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](http://www.indiana.edu/~nonprof/results/npsurvey/insprofile.html)).

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- 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](http://www.indiana.edu/~nonprof/results/npsurvey/indymanag.html)).

#### Journal Articles and Conference Presentations

- 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 Borntrager. Paper prepared for presentation at the annual meetings of ARNOVA, Washington, D.C., November 17-19, 2005.
- The Capacities and Challenges of Faith-Based Human Service Organizations, by Richard Clerkin and Kirsten A. Grønbjerg. Public Administration Review (forthcoming, 2006).
- 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 2005): 232-59.
- Infrastructure and Activities: Relating IT to the Work of Nonprofit Organizations, by Richard Clerkin and Kirsten A. Grønbjerg. Paper presented at Symposium on Nonprofit Technology Adoption, University of San Francisco, Institute for Nonprofit Organization Management. October 2004. Forthcoming in conference volume.
- Nonprofit Advocacy Organizations: Their Characteristics and Activities, by Curtis Child and Kirsten A. Grønbjerg. Paper presented at the Biannual Conference of the International Society for Third-Sector Research, Toronto, Canada, July 11-14, 2004.

#### **Indiana Nonprofit Employment Analysis**

An analysis, based on ES-202 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. The analysis includes detailed information by county, region, and type of nonprofit as well as industry and sector comparisons.

#### Online Reports

- Evansville Economic Region Nonprofit Employment, 2005 Report. Nonprofit Employment Series Report No. 2B by Kirsten A. Grønbjerg and Erich T. Eschmann, with Kerry S. Brock. September 2005. Online report ([www.indiana.edu/~nonprof/results/evannonprofitemploy2.thm](http://www.indiana.edu/~nonprof/results/evannonprofitemploy2.thm)).
- Bloomington Economic Region Nonprofit Employment, 2005 Report. Nonprofit Employment Series Report No. 2A by Kirsten A. Grønbjerg and Erich T. Eschmann, with Kerry Brock. January 2006. Online report ([www.indiana.edu/~nonprof/results/inemploy/bloomingtonempl05.pdf](http://www.indiana.edu/~nonprof/results/inemploy/bloomingtonempl05.pdf)).
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- Indiana Nonprofit Employment, 2001. Nonprofit Employment Report No. 1 by Kirsten A. Grønbjerg and Hun Myoung Park. July 2003. Online report ([www.indiana.edu/~nonprof/results/innonprofitemploy.htm](http://www.indiana.edu/~nonprof/results/innonprofitemploy.htm)).

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- Bloomington Nonprofit Employment, 2001. Nonprofit Employment Report No. 1 Supplement A, by Kirsten Grønbjerg and Sharon Kioko. August 2003. Online report ([www.indiana.edu/~nonprof/results/inemploy/bloomingtonempl03.pdf](http://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 in each type of volunteer work for each type of association, 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 three major data listings: 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 is available in a searchable format through a link at <http://www.indiana.edu/~nonprof> and was most recently updated in 2004.

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



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