



INDIANA NONPROFITS

Scope and Community Dimensions

Nonprofit Survey Series
Report #2

THE INDIANA NONPROFIT SECTOR: A PROFILE

A JOINT PRODUCT OF

THE CENTER ON PHILANTHROPY
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AND

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APPENDIX E

DIMENSIONS OF NONPROFIT HUMAN RESOURCES FOR SELECTED INDIANA REGIONS

Nonprofit Service Capacity	Percent of Nonprofits In Region													
	Selected Indiana Metropolitan Statistical Areas							Selected Indiana Non-metropolitan Counties					Rest of State	Entire State of Indiana
	Indiana-polis	Gary-North-west*	Fort Wayne	Evans-ville**	South Bend	Bloomington	Muncie	Bartholo-mew	Dubois	Scott	Miami	Cass		
<i>Number of Paid Staff FTEs***</i>														
More than 50 FTEs	7.2	14.1	9.2	6.1	20.6	11.6	5.8	12.4	13.7	7.3	4.6	11.2	3.9	7.7
15.5 to 50 FTEs	17.2	8.5	19.3	6.5	14.1	14.4	6.6	4.1	5.7	7.3	11.4	4.1	12.2	13.4
5.5 to 15 FTEs	22.0	14.2	17.3	18.5	15.7	26.7	16.6	24.7	18.7	14.5	14.7	6.2	11.0	16.7
2.5 to 5 FTEs	23.1	19.4	29.5	25.9	19.9	15.3	30.9	23.9	15.6	12.5	22.3	24.1	17.5	21.5
0.5 to 2 FTEs	30.5	43.8	24.7	43.0	29.7	32.1	40.0	34.9	46.4	58.5	47.1	54.5	55.4	40.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	160	82	120	116	88	68	62	70	54	29	49	57	155	1,110
<i>Challenges in Recruiting and Retaining Qualified Staff</i>														
Not Applicable	22.5	26.3	21.3	30.9	29.6	32.4	31.2	41.7	27.5	32.0	17.6	28.3	31.4	27.5
Not a Challenge	24.0	25.4	23.9	23.1	23.9	20.6	31.8	15.8	29.0	28.7	30.1	21.1	32.8	27.4
Minor Challenge	33.0	32.9	37.8	31.0	27.3	26.2	27.2	26.9	26.1	22.2	33.8	28.5	24.8	29.6
Major Challenge	20.6	15.4	17.0	14.9	19.2	20.8	9.8	15.6	17.4	17.2	18.5	22.1	11.0	15.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	228	152	190	185	186	121	123	145	111	58	88	96	263	1,946
<i>Staff Compensation as a Percentage of Total Expenses</i>														
Less than 25%	16.5	6.4	7.3	12.5	9.7	8.4	11.1	5.6	9.1	15.5	6.5	11.3	10.1	11.1
25% to 49%	17.3	14.7	19.1	15.5	11.5	15.2	13.0	16.2	7.1	20.8	17.2	17.6	14.4	15.6
50% to 74%	12.9	14.3	13.7	12.6	15.5	19.9	17.3	9.4	17.3	7.1	16.0	17.5	10.7	12.7
75% to 100%	6.7	2.4	2.2	4.6	4.3	3.6	1.5	7.1	5.7	4.1	1.3	2.2	1.4	3.4
No Paid Employees	46.6	62.2	57.7	54.8	59.0	53.0	57.2	61.7	60.8	52.5	59.0	51.4	63.4	57.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	196	136	178	160	159	112	109	142	109	53	73	87	226	1,740

Nonprofit Service Capacity	Percent of Nonprofits In Region													
	Selected Indiana Metropolitan Statistical Areas							Selected Indiana Non-metropolitan Counties					Rest of State	Entire State of Indiana
	Indiana-polis	Gary-North-west*	Fort Wayne	Evans-ville**	South Bend	Bloomington	Muncie	Bartholo-mew	Dubois	Scott	Miami	Cass		
<u>Use of Volunteers During Most Recent Fiscal Year</u>														
No	29.6	26.6	23.7	26.5	29.4	20.6	15.7	33.4	28.7	27.0	22.7	23.9	27.3	27.2
Yes	70.4	73.4	76.3	73.5	70.7	79.4	84.3	66.6	71.3	73.0	77.3	76.2	72.7	72.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	239	165	209	201	189	131	126	157	120	60	92	101	273	2,063
<u>Staff Compensation as Percent of Expenses</u>														
100% or More	31.5	18.2	23.3	20.8	37.1	38.9	12.0	28.9	25.5	19.2	16.8	19.6	16.1	23.2
40% to 99%	16.5	26.1	24.1	21.6	12.9	15.4	16.5	15.2	30.4	9.6	26.6	27.4	23.9	21.0
15% to 39%	24.3	23.0	21.0	28.4	27.2	24.0	40.5	31.8	27.6	38.7	28.0	37.4	34.1	28.3
Less than 15%	27.7	32.8	31.5	29.2	22.9	21.7	31.1	24.1	16.5	32.5	28.5	15.6	25.9	27.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	144	81	120	120	98	82	82	82	62	36	47	56	158	1,168
<u>Importance of Volunteers to Organization***</u>														
Not at all Important	0.0	1.0	1.0	0.0	2.7	1.2	2.7	1.2	6.0	0.0	1.3	0.0	0.0	0.5
Not very Important	8.7	13.1	1.5	7.3	7.8	7.3	10.6	4.9	4.6	5.8	4.2	5.9	6.1	7.3
Important	28.9	12.7	22.0	15.5	20.6	22.4	12.5	26.5	12.9	24.7	10.7	14.3	10.7	18.1
Very Important	39.1	43.1	40.1	39.2	36.2	34.7	39.1	35.3	36.6	21.6	34.0	38.7	36.9	38.4
Essential	23.4	30.2	35.3	38.1	32.7	34.5	35.2	32.1	39.9	47.9	49.9	41.1	46.3	35.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	186	119	158	141	124	99	98	102	84	44	69	75	214	1,513
<u>Use of Formal Volunteer Recruitment Program</u>														
No	83.3	76.8	76.2	79.8	73.8	74.5	75.7	86.1	73.9	78.0	76.3	77.5	85.7	81.7
Yes	16.7	23.2	23.8	20.2	26.2	25.5	24.3	14.0	26.1	22.0	23.7	22.5	14.3	18.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	234	161	197	188	189	125	130	154	120	58	89	94	272	2,011
<u>Use of Formal Volunteer Training Program</u>														
No	17.6	24.2	24.9	24.2	26.7	27.4	24.7	18.8	24.0	17.1	26.5	18.9	20.1	21.1
Yes	82.4	75.8	75.1	75.8	73.3	72.7	75.3	81.2	76.0	82.9	73.5	81.1	80.0	78.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	232	157	198	188	189	124	126	154	120	58	89	94	270	1,999

Nonprofit Service Capacity	Percent of Nonprofits In Region													
	Selected Indiana Metropolitan Statistical Areas							Selected Indiana Non-metropolitan Counties					Rest of State	Entire State of Indiana
	Indiana-polis	Gary-North-west*	Fort Wayne	Evans-ville**	South Bend	Bloomington	Muncie	Bartholomew	Dubois	Scott	Miami	Cass		
<u>Challenge of Recruiting and Retaining Qualified Volunteers</u>														
Not Applicable	17.4	21.2	13.8	15.7	16.0	19.5	16.9	28.9	18.1	13.3	14.8	11.2	15.7	16.8
Not a Challenge	18.6	15.6	18.8	19.0	23.8	11.3	23.4	11.4	26.9	25.4	14.6	18.7	20.4	19.1
Minor Challenge	29.8	29.4	37.6	38.5	34.2	34.3	32.1	36.1	39.0	34.2	40.3	37.2	32.0	32.4
Major Challenge	34.3	33.9	29.8	26.9	26.1	34.9	27.6	23.6	16.0	27.1	30.3	33.0	31.9	31.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	230	153	192	186	183	124	120	149	112	57	90	97	262	1,955
<u>Governance Structure Used</u>														
Other Gov. Structure	8.2	17.5	11.3	11.4	13.9	5.2	10.5	9.1	8.2	14.4	13.1	10.2	10.1	10.6
Gov. by Other Org.	2.9	8.5	6.4	2.6	2.4	3.6	5.8	2.1	5.1	3.7	4.2	1.2	4.5	4.4
Board of Directors	88.9	73.9	82.3	86.0	83.7	91.2	83.7	88.8	86.7	82.0	82.8	88.7	85.5	84.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	239	159	205	200	191	131	126	159	124	60	94	100	276	2,064
<u>Size of Board of Directors***</u>														
30 or More	7.0	5.7	5.3	4.2	4.7	3.6	6.5	1.5	0.0	0.0	7.7	2.5	2.0	4.4
15 to 29	22.5	21.9	20.0	23.7	27.5	17.3	31.6	14.9	12.2	17.0	14.9	23.6	13.6	19.1
10 to 14	30.7	19.5	25.5	25.1	21.4	19.9	13.7	19.6	26.6	17.0	23.6	24.7	20.3	23.8
5 to 9	29.8	38.0	35.7	33.1	28.3	43.1	35.0	40.3	47.7	51.8	36.2	42.0	45.3	37.7
1 to 4	10.0	14.9	13.5	13.8	18.1	16.1	13.3	23.6	13.5	14.2	17.6	7.2	18.9	15.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	200	112	163	155	136	118	101	135	107	50	77	87	228	1,669
<u>Percent Using Committee Structures</u>														
Doesn't Use Com.	23.2	29.8	28.3	25.0	22.8	24.9	29.4	38.4	30.7	31.3	19.3	21.6	31.5	27.8
Com. for Sp. Tasks	22.7	15.4	11.0	17.8	13.5	15.5	16.8	11.7	15.1	28.0	21.4	20.1	18.4	18.3
Com. for some/all work	54.1	54.8	60.7	57.2	63.7	59.5	53.8	50.0	54.2	40.7	59.3	58.3	50.2	54.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of cases	197	110	163	156	134	116	101	134	106	48	75	84	226	1,650

Nonprofit Service Capacity	Percent of Nonprofits In Region													
	Selected Indiana Metropolitan Statistical Areas							Selected Indiana Non-metropolitan Counties					Rest of State	Entire State of Indiana
	Indiana-polis	Gary-North-west*	Fort Wayne	Evans-ville**	South Bend	Blooming-ton	Muncie	Bartholo-mew	Dubois	Scott	Miami	Cass		
<i>Challenges in Recruiting and Retaining Board of Director Members***</i>														
Not Applicable	8.1	16.3	11.4	11.8	18.8	10.0	13.5	9.2	12.5	17.9	14.7	9.6	16.3	13.2
Not a Challenge	29.4	27.2	25.8	29.7	31.1	21.6	29.3	35.9	35.3	25.1	28.0	28.7	34.2	30.6
Minor Challenge	24.5	35.7	36.4	33.2	27.9	30.1	38.0	32.5	32.4	35.1	33.2	33.9	34.4	31.7
Major Challenge	38.0	20.8	26.4	25.3	22.2	38.4	19.3	22.4	19.8	22.0	24.1	27.8	15.2	24.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<i>Number of cases</i>	<i>228</i>	<i>154</i>	<i>193</i>	<i>185</i>	<i>187</i>	<i>124</i>	<i>125</i>	<i>143</i>	<i>113</i>	<i>56</i>	<i>91</i>	<i>96</i>	<i>261</i>	<i>1,956</i>

* Includes LaPorte County

** Includes Gibson County

*** Significant at p<.05