



Donors Forum

Strengthening Illinois philanthropy and the nonprofit community



Illinois Nonprofit Economy Report

Implications for the
Nonprofit Community

About Donors Forum

Donors Forum is the premier resource for networking and education, information and knowledge, and leadership on behalf of philanthropy in Illinois. As a nonprofit membership association of grantmakers, individual donors, and advisors, Donors Forum advances philanthropy by serving its members and by promoting an effective and informed nonprofit sector.

Publications such as this one are part of an array of unique services that Donors Forum provides to grantmakers and nonprofits. For more on Donors Forum and the services it offers, please see page 29.

About This Report

The *Illinois Nonprofit Economy Report*, developed by Donors Forum and based, with permission, on a similar report by the Minnesota Council of Nonprofits, illustrates the vital role nonprofits play in the state's economy. Donors Forum staff conducted the research and analysis for this report using state employment data, federal nonprofit tax returns, and a number of sources for comparison, including information from the National Center for Charitable Statistics at the Urban Institute (NCCS), the United States Bureau of Economic Analysis and Labor Statistics, the United States Census Bureau, and *The Nonprofit Almanac 2008* (Wing, Pollak, and Blackwood, 2008).

By analyzing data from various sources, this report offers a unique glimpse into the makeup and characteristics of the sector. This report uses the most currently available data. Annual averages of employment and wage data, when used, are the average across all four quarters, except in the case of 2007, where only the first two quarters were available at the time of analysis. All monetary comparisons have been adjusted for inflation to January 2008 dollars.

Previous work by Les Salamon in the Nonprofit Employment Data Project of the Johns Hopkins Center for Civil Society Studies provided much of the methodology (Salamon and Sokolowski, 2006) for analyzing the employment data. This report relies on Illinois Quarterly Census of Employment and Wages (QCEW) data collected as part of the United States' unemployment insurance system by the Illinois Department of Employment Security in cooperation with the U.S. Bureau of Labor Statistics. The data includes all non-religious employers with four or more employees, as well as organizations with fewer than four employees if their total payroll in any calendar quarter is \$1,500 or more. Nonprofit employers, employees, and wages are classified using the North American Industry Classification System (NAICS), which is described in detail in Appendix B.

On grounds of accuracy, timeliness, unit of analysis, and consistent coverage, therefore, the QCEW data has enormous advantages over the other alternatives. Despite these advantages, however, the QCEW has historically not been available to examine nonprofit employment. This is so because QCEW data do not differenti-

ate between for-profit and nonprofit employers. However, working with the Bureau of Labor Statistics and selected state employment security offices, researchers at the Johns Hopkins Center for Civil Society Studies have found ways to identify the nonprofit organizations in the QCEW data records and to extract data on nonprofit employment from them. (Excerpt, Salamon and Sokolowski, 2006).

For non-commercial research, the National Center on Charitable Statistics (NCCS) at The Urban Institute provides free access to electronic data on nonprofits from Internal Revenue Service (IRS) Forms 990. Donors Forum utilized NCCS data for information on the number of "public charities," i.e., organizations registered as 501(c)(3) under the tax code. Public charities include foundations. Footnotes indicate when analysis or illustrations do not include foundations because of unique sources of revenue that make them unlike others in the sector. In this report, Donors Forum uses the more commonly recognized term, "nonprofit," when referring to public charities. Nonprofit financial information is classified using the National Taxonomy of Exempt Entities (NTEE) classification system. The eight main activity areas of the NTEE system used in this report are described in Appendix C. A cross-walk between NTEE and NAICS codes is available at <http://nccs2.urban.org/ntee-cc/xwalka.pdf> (National Center on Charitable Statistics, 2000).

Several recommendations in this report are excerpted from another publication, *Getting it Right: How Illinois Nonprofits Manage for Success*, which Donors Forum co-published with IFF, known formerly as Illinois Facilities Fund.

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Donors Forum

*Strengthening Illinois philanthropy
and the nonprofit community*

Illinois Nonprofit Economy Report

Implications for the
Nonprofit Community

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Foreword

Nonprofits touch and enrich the lives of us all. It may be through a block club or teaching hospital, a college or community service agency, a place of worship or a museum, or a service club or arts organization. Multiply the personal connections to nonprofits that each of us has by the number of people who live in the state—and you quickly sense how crucial the nonprofit sector is to the people of Illinois.

Economic Impact

What is less tangible and less understood is the size of the nonprofit sector in Illinois and its impact on the economy. This report aims to change that by sharing key findings related to the number of nonprofits and the nonprofit workforce, the value of volunteerism, and revenue sources and economic contributions of nonprofits in the state as a whole. Next, the report presents similar data by region. Finally, the report highlights implications of this research—and action steps to take—for the many who have a stake in the health of this vital sector.

Now more than ever, it is important that the nonprofit sector be understood and supported. Not only do nonprofits provide services that help people survive during a challenging economy—they are essential to the very fabric of our democracy.

Essential to Democracy

In Illinois and across the United States, nonprofits are conveners and venues for engagement and debate about issues that matter to all Americans. They are places to build consensus about how we operate as a society. They encourage and give voice to individual initiative for the public good.

To fulfill its purpose, the nonprofit sector works with the business and government sectors, but is very different. Nonprofits exist for the public good, not for private gain. Though nonprofits raise money and may also earn income, there are no owners or stockholders to reap a profit: any surplus is plowed back into the nonprofits to further their missions.

In some cases, nonprofits provide services that business or government cannot or will not provide. In other cases, nonprofits provide services better than business or government can. In almost every case, nonprofits work in collaboration with business and government to be more efficient and effective.

Everyone Has a Stake

Donors, local leaders, state officials, regulators, nonprofit staff and board members—anyone whose life is touched by a nonprofit has a stake in the nonprofit economy. We hope that this report will illuminate the importance of the nonprofit sector to the people of Illinois, and that it will also inform the actions we take and the decisions we make when we are called upon to support the sector as volunteers, contributors, advocates, business leaders, and policy makers.

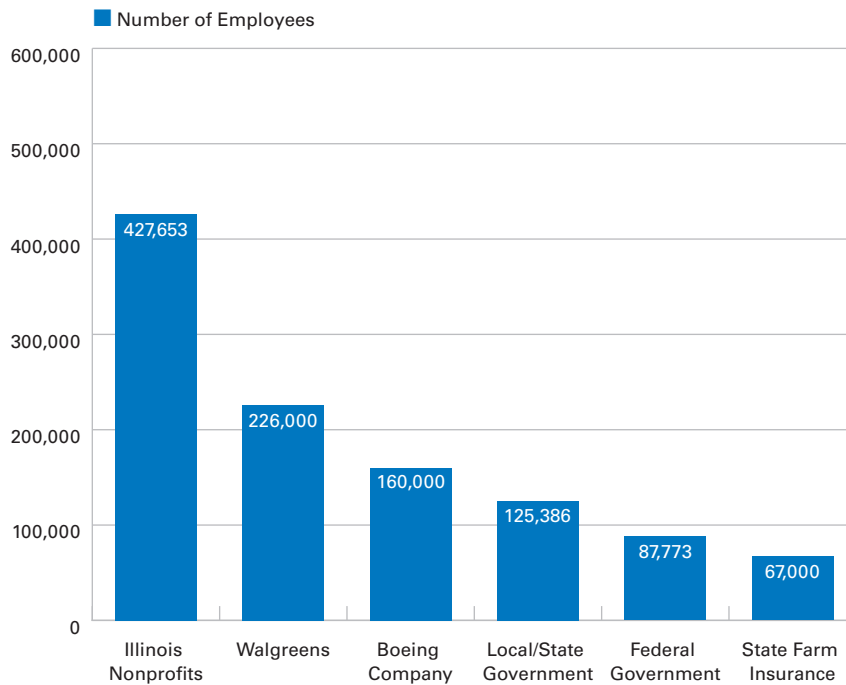


Valerie S. Lies
President & CEO
Donors Forum



Benna B. Wilde
Chair
Donors Forum

FIGURE 1.
**Nonprofit Sector Employment Compared to Selected
 Private and Public Sector Employers, Illinois, 2007**



SOURCES:
 IDES Quarterly Census of
 Employment and Wages
 and corporate websites.

Key Findings: **NONPROFITS CRITICAL TO ILLINOIS ECONOMY**

As the number of people in Illinois, and their need for services and support, continues to grow, so has the nonprofit sector. Nonprofits in Illinois provide a wide and growing array of unique services—related to health, education, the arts, and much more—that the private and public sectors cannot or will not provide. At the same time, nonprofits contribute directly and indirectly to the state’s economy.

Some may be surprised to learn that Illinois nonprofits:

Employed more than 427,000 people in 2007. This number is almost as many as the three largest Fortune 500 companies in the state—Boeing Company, Walgreens, and State Farm—employ all together, worldwide (CNNMoney.com). It is also more than three times the number of State of Illinois employees and almost five times the number of federal employees in Illinois.

Pay their workers more than \$16.5 billion annually. This is more than two and a half times Illinois’ state government payroll and three times the wages paid to federal employees in Illinois. Payroll taxes from nonprofit workers contribute significantly to Illinois tax revenue. While health-related organizations such as hospitals account for most of the employment and dollars, more than \$2 billion is paid to individuals in nonprofits with other kinds of missions. For example, they may feed the homeless, display great works of art, offer mortgage counseling, or provide other vital services to the residents of Illinois.

Number more than 12,000 distinct organizations¹—more than Illinois’ 11,300 manufacturers or its 11,200 financial companies (State of Illinois, 2008).

Create social capital by generating an estimated annual 700 million hours of volunteer time, provided by 3.9 million volunteers. With an estimated average value of \$21.09 per hour in 2006, the total value of volunteer work in Illinois likely tops \$15 billion.²

Create nine percent of Illinois’ State Product, about the same amount as the finance and insurance industries together or the construction, transportation, and warehousing industries combined.

Contribute to the economy of all 102 counties in Illinois through expenditures on local goods and services and by employing community residents. It may come as a surprise to some that in the Central and Western regions of the state, nonprofit employees make up a larger share of the work force than they do in the Metro Chicago region.

¹ This number represents only those organization required to file a federal 990 tax return. Data from the National Center on Charitable Statistics suggests that when the smallest nonprofits—all-volunteer organizations and religious congregations that do not already file returns—are included, the total may be three times that number, or more than 35,000 nonprofits statewide.

² See the “Nonprofits and Volunteers” section of this report for detail on this calculation.

Nonprofit Organizations in Illinois

Number of Nonprofits in Illinois

There are more than 12,000 nonprofits in Illinois³—one for every 1,000 residents—and this accounts only for those organizations with readily available economic data. Researchers estimate that the total list would number nearly three times that many—or 35,000 Illinois nonprofits—if it included small organizations, all-volunteer organizations, and religious congregations that are not required to file Internal Revenue Service Forms 990 (National Center on Charitable Statistics, 2008).⁴

As Figure 2 indicates, the number of nonprofits in Illinois has grown steadily, almost doubling over the last 15 years. Likewise, the resources they provide to individuals and families—health care, education, emergency services, child care, job training, and cultural and volunteer opportunities, among many others—have steadily increased as well.

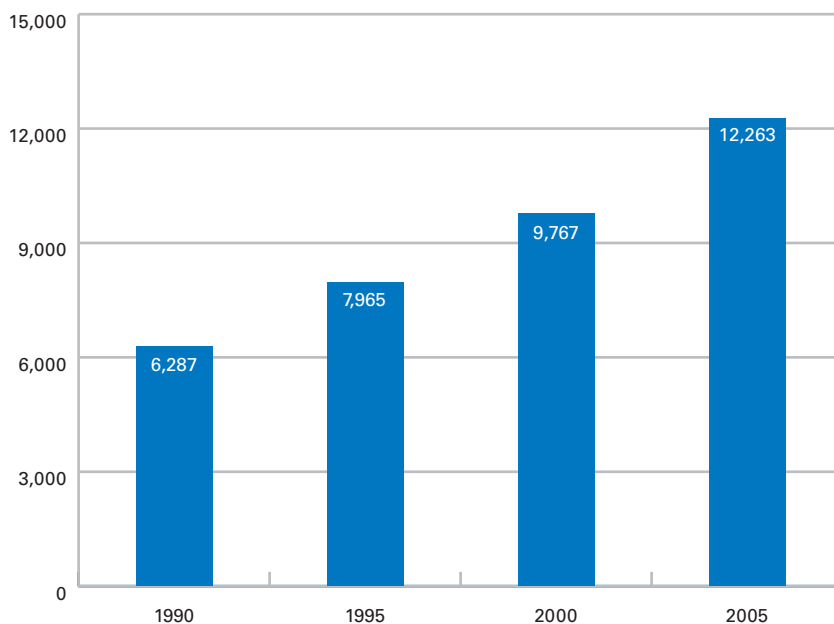
While much of the state’s nonprofit activity is located within larger metropolitan areas, every single county has a nonprofit presence. As noted in the employment sections that follow, many rural areas rely heavily on nonprofit employment and the other economic activity that nonprofits generate. As one might expect, given its large share of Illinois’ total population, the Chicago region is home to the majority of the nonprofit activity in the state.

What may come as a surprise, however, are the numerous counties across Illinois that rely heavily on nonprofits and the economic benefits they bring. Figure 3 illustrates that eleven counties outside the Metro Chicago region are each home to more than 100 nonprofits. Near Chicago, more than 500 nonprofits serve Lake County, and DuPage County is home to more than 1,000.

³ Number of nonprofits based on National Center on Charitable Statistics data on the number of “reporting” nonprofits, those filing a Form 990 return with the Internal Revenue Service in 2005.

⁴ A small number of nonprofits that file Forms 990, even though not required, are included in the financial information detail by service area in the report.

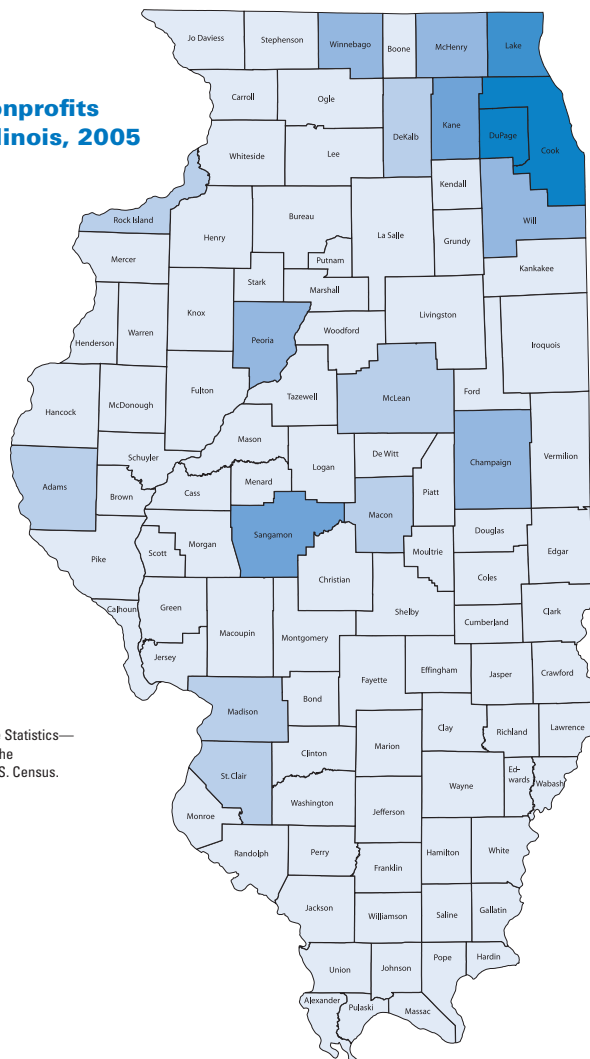
FIGURE 2.
Number of Reporting Nonprofits, Illinois, 1990–2005



Source: Lampkin & Warringo, May 2005; National Center on Charitable Statistics 2005 Illinois nonprofit data.

FIGURE 3.
Number of Nonprofits per County, Illinois, 2005

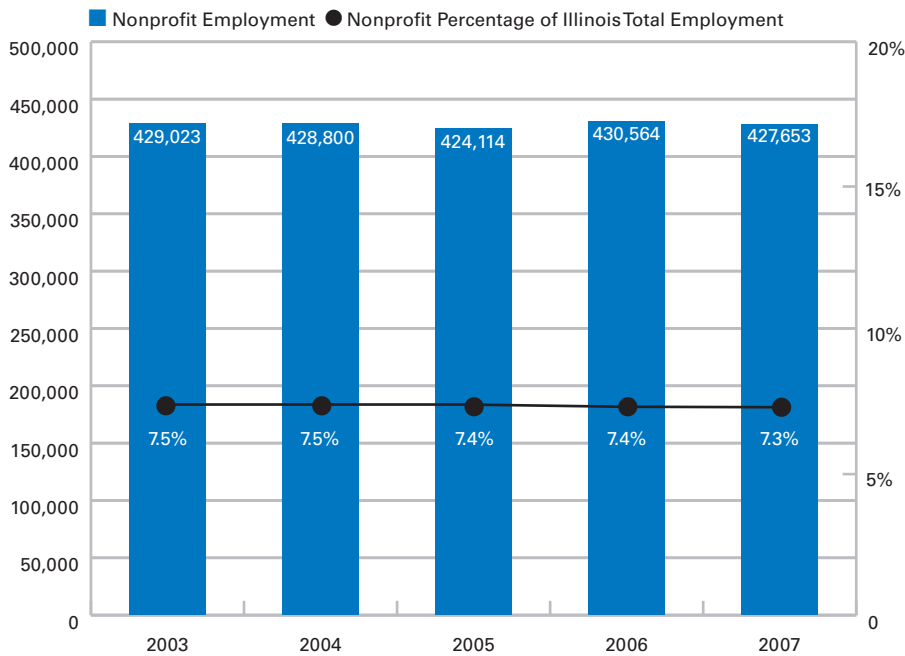
- 1–99
- 100–199
- 200–299
- 300–499
- 500–999
- > 1000



SOURCES:
National Center on Charitable Statistics—
Nonprofits filing Form 990 to the
Internal Revenue Service; U. S. Census.

The Nonprofit Workforce

FIGURE 4.
Number of Illinois Nonprofit Employees and Percentage of State's Total Workforce, Illinois, 2003-2007



SOURCE: IDES Quarterly Census of Employment and Wages, 2003-2007.

Nonprofit Employees: One in Twelve Illinois Workers

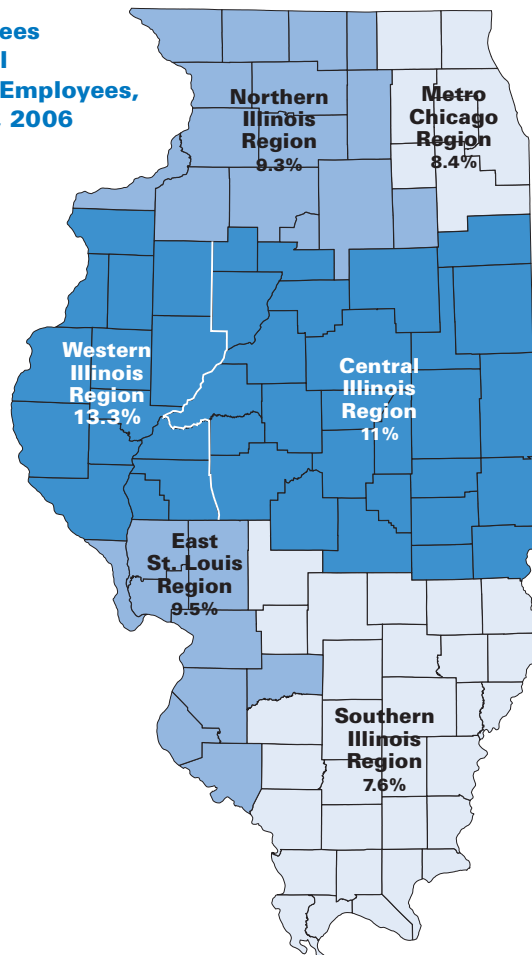
In 2007, nonprofits in Illinois employed more than 427,000 people, approximately 8.3 percent of the state's five million private-sector (non-government) employees and 7.3 percent of all workers in the state. This is far more than the number employed in all the financial services industries in the state, including banks, insurance, and real estate companies.

Between 2003 and 2007, overall Illinois employment grew, while employment in nonprofits declined slightly. Both the average annual number of nonprofit employees and nonprofits' share of the Illinois workforce fell very slightly. The largest annual fluctuation, between 2004 and 2005, is just 1.1 percent, and the difference between the 2003 and 2007 numbers is less than one third of a percent. Despite the decrease, nonprofits still employ more than one in 12 private, non-government workers in Illinois. The percentage of the private, non-government workforce that nonprofits in Illinois make up—7.4 percent in 2006—remains higher than the national average of 7.2 percent (Salamon and Geller, 2008) in the same year.

Figure 5 highlights the important role nonprofits play in regional economies. Nonprofits constitute a higher proportion of total private employment in the Central and Western regions of the state than anywhere else. This pattern holds even when nonprofit employment is compared to total employment including government employees. In fact, nonprofits in Western Illinois account for 10.6 percent of total employment and in Central Illinois for 8.7 percent, while nonprofit employment in the other regions does not top eight percent.

FIGURE 5.
Nonprofit Employees as a Percent of All Non-Government Employees, by Illinois Region, 2006

7.0-8.9%
 9.0-10.9%
 11% or more



5 The analysis in this section uses the North American Industry Classification System (NAICS). Descriptions of each industry may be found in Appendix D.

TABLE 1.

Share of Nonprofit Employees and Wages by Industry, Illinois, 2007—Detail

Nonprofit Industry	% Share of Illinois Nonprofit Employees	% Share of Illinois Nonprofit Wages
ALL ARTS, ENTERTAINMENT & RECREATION		
Arts, Entertainment & Recreation	2.5	2.1
ALL HEALTH		
Hospitals	45.1	53.7
Nursing & Residential Care Facilities	9.9	6.3
Ambulatory Health Care Services	4.5	4.7
ALL EDUCATION		
Educational Services	19.9	21.6
ALL HUMAN SERVICES		
Individual & Family Services	5.6	3.7
Vocational Rehabilitation Services	3.2	2.0
Child Day Care Services	1.3	0.7
Food, Housing, Emergency & Other Relief	0.8	0.5
Civic & Social Organizations	3.1	1.3
ALL RELIGIOUS, CIVIC & OTHER		
Religious Organizations	1.9	1.2
Social Advocacy Organizations	1.4	1.1
Grantmaking & Giving Services	0.8	1.0

SOURCE: IDES Quarterly Census of Employment and Wages (2007). Industries defined by NAICS code.

Nonprofit Wages

Wages earned by Illinois nonprofit employees are well over \$16.5 billion annually. This is more than two and a half times the state government payroll, and more than three times all federal wages earned in Illinois. Over the past several years, there has been a steady increase in the average annual compensation paid to nonprofit workers. When adjusted for inflation, real nonprofit wages have gone up an average of 1.78 percent per year.

Employment Trends by Industry⁵

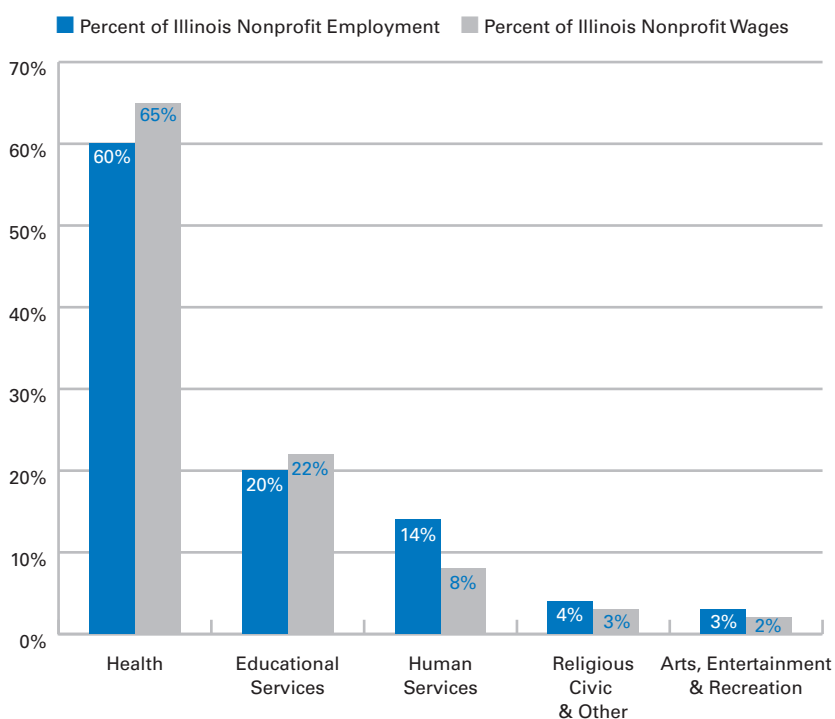
The health industry continues to be the largest employer of nonprofit workers in Illinois, representing more than \$10.4 billion in annual wages. Private colleges, universities, and other educational organizations account for another \$3.5 billion in nonprofit wages. The remaining \$2.2 billion is earned by workers at nonprofits with a variety of missions. They may, for example, feed the homeless, promote art, conserve the environment, or undertake other vital services. The distribution of nonprofit wages and employment levels in Illinois closely matches the broader estimates for the nation (Wing, Pollak, and Blackwood, 2008). The detail in Table 1 demonstrates that there is substantial variation even within nonprofit industries. For example, the total share of wages by hospitals and education is higher than the share of employees in these sectors, whereas in human services, all areas show a lower share of wages relative to share of employees.

Nonprofits and Volunteers

Nonprofits have always provided a vehicle for volunteerism, bringing people together to solve problems and strengthen communities. Volunteers are an important resource for the sector, helping thousands of

FIGURE 6.

Nonprofit Employment and Wages by Industry, Illinois, 2007



Nonprofit Finances

nonprofits accomplish their missions.

A 2000 survey by Independent Sector found that nationally, 44 percent of adults over 21 volunteer at least weekly, for an average time of 3.6 hours (Independent Sector, 2001). Independent Sector also calculates the average value of volunteer time by state. It uses the average wage of non-management, non-agricultural workers in a given state and adds 12 percent to account for the fringe benefits that would be provided a paid employee. By this calculation, the average volunteer wage in Illinois was \$21.09 in 2006 (Independent Sector, 2008). While a rough estimate, this figure offers a sense of the value of volunteer contributions to Illinois residents and the economy.

As illustrated in Figure 7, the value of volunteer work in Illinois using this formula exceeds \$15.5 billion. In other words, it is equivalent to about 30 percent of total nonprofit expenses in the state.

FIGURE 7.

Dollar Value of Annual Volunteer Hours, Illinois, 2006

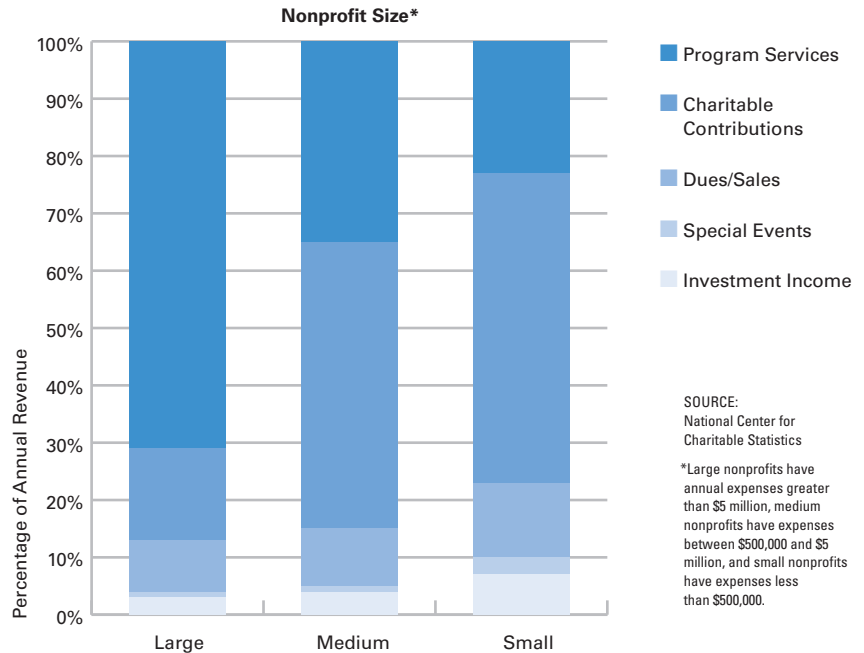
- 12.8 million people in Illinois
- X percentage of people age 21 and over (0.70)
- X percentage of people age 21 and over who volunteer (0.44)
- X average number of volunteer hours per week (3.6)
- X 52 weeks per year
- X \$21.09 per hour (avg. market value of services performed + 12% fringe benefits)

\$ 15,564,784,435

SOURCES: Independent Sector 2001, 2008; U.S. Census Bureau, 2006.

FIGURE 8.

Revenue Sources by Size of Nonprofit, Illinois, 2006



Special events income represents one percent of the revenue of large nonprofits.

SOURCE: National Center for Charitable Statistics
 *Large nonprofits have annual expenses greater than \$5 million, medium nonprofits have expenses between \$500,000 and \$5 million, and small nonprofits have expenses less than \$500,000.

Revenue Sources

This report examines the most recent federal tax returns of nearly 12,000 Illinois nonprofits for which complete revenue source information was available.⁶ The report excludes nonprofits with limited financial activity that are not required to file federal tax returns.⁷ Altogether, nonprofits in Illinois reported \$55.5 billion in revenues in 2006. Revenue for Illinois nonprofits came from five main sources: program services and contracts, including significant government funds (67 percent); charitable contributions, including gifts from individuals and corporate and foundation grants (20 percent); investment income (4 percent); income from special events (less than one percent); and returns from dues, sales, and other forms of income (9 percent).

⁶ This number is somewhat lower than the total number of nonprofits reported earlier due to Forms 990 with information that was incomplete or insufficient for this analysis. These tend to be smaller nonprofits and removing them does not affect the direction or magnitude of the findings.

⁷ Nonprofits with gross receipts of \$25,000 or less were not required to file a federal tax return at the time this data was collected.

Taking a closer look at how nonprofits vary by size and activity provides a fuller picture.⁸ There is no “average” nonprofit. For instance, while average total revenue for all nonprofits was over \$4.5 million in 2006, the median nonprofit’s revenue fell between \$100,000 and \$250,000. Eighty percent of Illinois nonprofits reported expenses of under \$1 million dollars a year, while only 86 of more than 12,000 organizations topped \$100 million. Primary sources of revenue tend to vary according to the organization’s size and expense level. Larger organizations tend to rely less on charitable contributions and more on program services revenue—including government contracts—than smaller organizations, which depend more heavily on contributions from individuals, foundations, and corporations. Figure 8 illustrates these differences.

The purpose of the organization also affected sources of nonprofit income. For instance, in 2006, health organizations—including hospitals—secured 84 percent of their revenue from program services, while human services organizations’ revenue tended to be split more evenly between program services and contributions. Arts organizations raised slightly more than half their revenue from contributions.

While size is one factor that influences, and is influenced by, a nonprofit’s likely sources of revenue, there are also wide variations in revenue sources according to industry—the services it provides. In 2006, Illinois:⁹

Arts, culture, and humanities organizations reported \$947 million in revenue (52 percent from contributions, 31 percent from program services, 11 percent from dues and sales, 4 percent from investments, and 2 percent from special events).

Educational organizations reported \$9.5 billion in revenue (55 percent from program services, 26 percent from contributions, 14 percent from dues and sales, and 5 percent from investments).

Environmental and animal-related organizations reported \$358 million in revenue (61 percent from contributions, 19 percent from program services, 14 percent from dues and sales, and 6 percent from investments).

Health organizations reported \$32 billion in revenue (84 percent from program services, 7 percent from contributions, 6 percent from dues and sales, and 3 percent from investments).

Human service organizations reported \$7.3 billion in revenue (46 percent from program services, 44 percent from contributions, 7 percent from dues and sales, 2 percent from investments, and 1 percent from special events).

International and foreign affairs organizations reported \$452.7 million in revenue (60 percent from contributions, 28 percent from dues and sales, 7 percent from investments, and 5 percent from program services).

Public and societal benefit organizations reported \$3.8 billion in revenue (46 percent from contributions, 34 percent from program services, 15 percent from dues and sales, and 4 percent from investments).

Private foundations reported \$25.7 billion in assets, \$4.5 billion in revenue, and \$2.2 billion in expenses.

Public philanthropies and community foundations, meanwhile, reported \$5.6 billion in assets, \$1.3 billion in revenue, and \$869 million in expenses.¹⁰

⁸ Regional analysis has shown similar patterns throughout the state by size and activity.

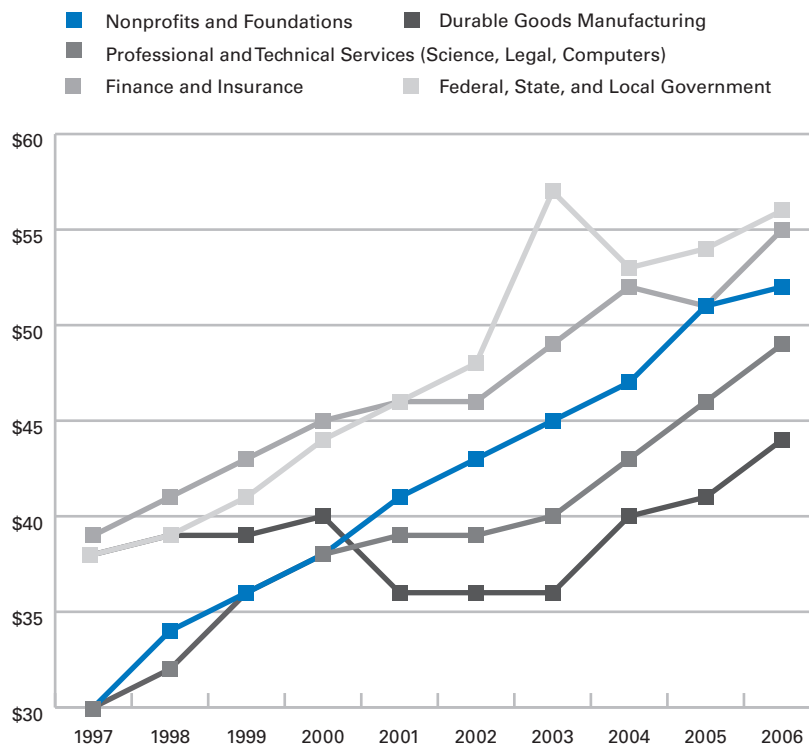
⁹ The National Center for Charitable Statistics, which compiles and analyzes data from federal tax returns, developed the National Taxonomy of Exempt Entities (NTEE) codes to classify organizations that are exempt under the Internal Revenue Code. This section uses NTEE codes, as described in Appendix C, to provide greater detail by nonprofit activities. Adding revenues for each industry will not total \$55.5 billion due to rounding and because a small number of nonprofits that do not fit within these categories is not included in the detailed analysis.

¹⁰ Revenue for foundations is not included in Figure 8 because they are funded through different mechanisms than other nonprofits. Foundation revenue is often the result of bequests or personal transfers of wealth and investment income. With the exception of operating and community foundations, organizations in this category are generally grantmaking organizations rather than grantseeking organizations.

Economic Impact

FIGURE 9.

Nonprofit Expenses Compared with Selected Industries' Gross State Product, Illinois, 2006



SOURCES: National Center for Charitable Statistics and U.S. Department of Commerce Bureau of Economic Analysis.

According to *The Nonprofit Almanac 2008* (Wing, Pollak, and Blackwood, 2008), nationally, nonprofits account for five percent—\$666.1 billion in 2006—of United States Gross Domestic Product (GDP).¹¹ However, this reflects only a narrow slice of the sector's true impact. Since many nonprofit services are offered at low or no cost, nonprofit economic impact is generally measured by total consumption—the total expenses of nonprofits—rather than total production—the value of goods to the end users (Mead, McCully, and Reinsdorf, 2003).

Measuring only production does not reflect the social “profit” created by better trained, healthier, more educated, or more engaged residents, or the value created by the sector's many volunteers because their contributions may not be quantified on balance sheets. In other words, it critically underestimates the economic contributions of the nonprofit sector. Indeed, the sector is a strong and growing force in the Illinois economy: its expenses recently surpassed the contribution to the Gross State Product (GSP) of Illinois' durable goods manufacturing sector.¹² The expenses of nonprofits represent the sector's contributions to the local economy through purchase of

goods and services, salaries, and other operating expenses (Lampkin and Waringo, May 2003).

An analysis of nonprofit expenditures since 1997 shows strong growth within the sector. In the past ten years, total nonprofit expenses in Illinois grew by more than \$32 billion from \$19.5 billion in 1990 to more than \$52.2 billion in 2006. As the best measure of nonprofits' output, these increasing expenses reflect the growing benefit and impact of nonprofits on lives of everyone in Illinois. (Table A-3 *Nonprofit Contributions to Gross State Product by County, 2005* in Appendix A illustrates county-level nonprofit contributions to GSP as measured by total expenses.)

¹¹ GDP, a critical indicator of the size of a country's economy, is a measure of the output of goods and services produced by labor and property located in that country (Bureau of Economic Analysis, 2007).

¹² GSP is the state counterpart to GDP, or the “sum of the value added by all industries” in that state (Bureau of Economic Analysis, 2007).

Regional Nonprofit Employment and Wages

The sections that follow provide an overview of nonprofit employment and wages by region using the Illinois Department of Employment Security Quarterly Census of Employment and Wages.

In 2007:

Nearly seven out of ten nonprofit employees (68 percent) worked in the Chicago Metro region. The remainder were distributed throughout the state as follows: 14 percent in Central Illinois, 8 percent in Northern Illinois, 4 percent in the East St. Louis region, and 3 percent each in the Southern and Western regions of the state. This distribution has remained relatively constant since 2003.

Jobs within health organizations—including hospitals, nursing homes and residential care facilities, and ambulatory health care services—**accounted for approximately 60 percent of nonprofit jobs statewide.**

- Central Illinois had the greatest proportion of nonprofit workers employed by health organizations, with just over 70 percent of employees working in the healthcare sector.

Statewide, about one in five nonprofit workers was employed by the educational services industry, but there was wide variation.

- In Metro Chicago, slightly less than a quarter (24 percent) of the nonprofit workforce was employed by the educational services industry.
- In Southern Illinois, less than one in ten (8 percent) nonprofit workers was employed by an educational institution.

In every region, **the number of nonprofit employees employed between 2003 and 2007 remained relatively constant,** with only small changes between years.

- The regions that had fewer nonprofit employees in 2007 than in 2003 were Metro Chicago, East St. Louis, and Northern Illinois.

Southern Illinois Region

COUNTIES: Alexander, Bond, Clay, Crawford, Edwards, Effingham, Fayette, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jasper, Jefferson, Johnson, Lawrence, Marion, Massac, Montgomery, Perry, Pope, Pulaski, Richland, Saline, Union, Wabash, Washington, Wayne, White, Williamson



Percent of State's Nonprofit Employees

In 2007, nonprofit employees in the Southern Illinois region represented 3 percent of Illinois' nonprofit workforce.

The proportion of the state's nonprofit workforce that is located in the region was largely steady from 2003 to 2007. However, after decreasing slightly between 2003 and 2004, the number of nonprofit workers in the region rose slightly each year from 2003 to 2006 to 12,990 in 2007.

Wages

The average quarterly wage for nonprofit employees in Southern Illinois increased by an average of 2.6 percent per year between 2003 and 2007, from \$6,324 to \$7,015.

In 2007, the average nonprofit

wage in the region (\$7,015) was 76 percent of the average statewide nonprofit quarterly wage (\$9,196).

In 2007, the highest average quarterly wages in Southern Illinois were earned by employees working for hospitals (\$8,491) and ambulatory and health care services (\$7,221).

Between 2003 and 2007, the average quarterly wages for employees of food, housing, emergency, and other relief services fell by 3.3 percent (from \$4,532 to \$4,383) compared to an average statewide increase for the sector of 16.4 percent.

Employment Trends

The largest nonprofit sector in Southern Illinois is health. About 71 percent of the region's nonprofit workforce is employed in this sector, which includes hospitals, nursing homes and residential care

TABLE 2.

Nonprofit Wages Over Time by Industry, Southern Illinois Region versus Statewide

INDUSTRY	AVERAGE QUARTERLY NONPROFIT WAGES			
	Southern Illinois 2003	Southern Illinois 2007	Statewide 2003	Statewide 2007
ALL ARTS, ENTERTAINMENT & RECREATION				
Arts, Entertainment & Recreation	n/a	\$2,906	\$6,693	\$7,253
ALL EDUCATION				
Educational Services	\$5,795	\$6,606	\$8,942	\$10,422
ALL HEALTH				
Ambulatory Health Care Services	\$6,960	\$7,221	\$8,888	\$9,992
Hospitals	\$7,595	\$8,491	\$9,772	\$11,401
Nursing & Residential Care Facilities	\$4,556	\$5,188	\$5,554	\$6,134
ALL HUMAN SERVICES				
Individual & Family Services	\$4,886	\$5,052	\$6,142	\$6,345
Food, Housing, Emergency & Other Relief	\$4,532	\$4,383	\$5,549	\$6,462
Vocational Rehabilitation Services	\$4,586	\$5,087	\$5,508	\$5,939
Child Day Care Services	\$3,593	\$3,729	\$4,876	\$5,396
ALL RELIGIOUS, CIVIC & OTHER				
Religious Organizations	\$3,865	\$3,619	\$5,589	\$6,098
Grantmaking & Giving Services	\$7,962*	\$3,200*	\$10,000	\$12,635
Social Advocacy Organizations	\$3,488	\$4,042	\$6,660	\$7,599
Civic & Social Organizations	\$2,316	\$2,650	\$3,892	\$3,979

* These figures should be treated with caution due to the small number of establishments and employees.

Source: IDES Quarterly Census of Employment and Wages.

facilities, and ambulatory health care services.

Vocational rehabilitation services employ 7.7 percent of Southern Illinois' nonprofit workforce, more than twice the portion of the state's nonprofit workforce employed by this sector (3.2 percent).

A higher proportion of the region's nonprofit workforce is employed in the health sector than the state average (59.5 percent), as well as in each subsector: hospitals (51.5 percent in the region versus 45.1 percent statewide), nursing and residential care facilities (12.5 percent versus 9.9 percent), and ambulatory health care services (7.3 percent versus 4.5 percent).

Only 7.7 percent of nonprofit employees in Southern Illinois are employed by educational services organizations. The statewide proportion (19.9 percent) is more than two and a half times higher.

About 16 percent of Southern Illinois' nonprofit workers are employed by human services organizations, slightly higher than the statewide rate.

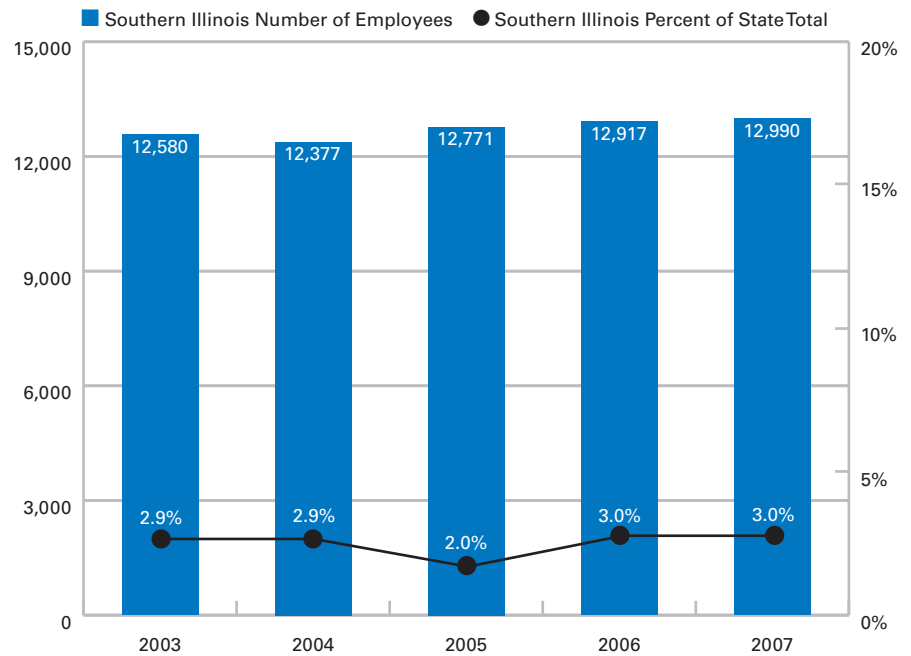
Hospital jobs account for 51.5 percent of the region's nonprofit employment positions, and employee wages from these positions are 62.2 percent of total nonprofit wages for the region. Statewide, hospital employee wages represent 53.7 percent of total nonprofit wages, and 45.1 percent of nonprofit sector positions are with hospitals.

Comparisons to Other Sectors

In 2006, the average quarterly nonprofit wage in Southern Illinois (\$6,937) was approximately equal to the average quarterly wage of private, for-profit employees in the region (\$6,979).

In 2006, the average quarterly nonprofit wage in Southern Illinois (\$6,937) was 81.7 percent of the average quarterly wage of government employees in the region (\$8,488).

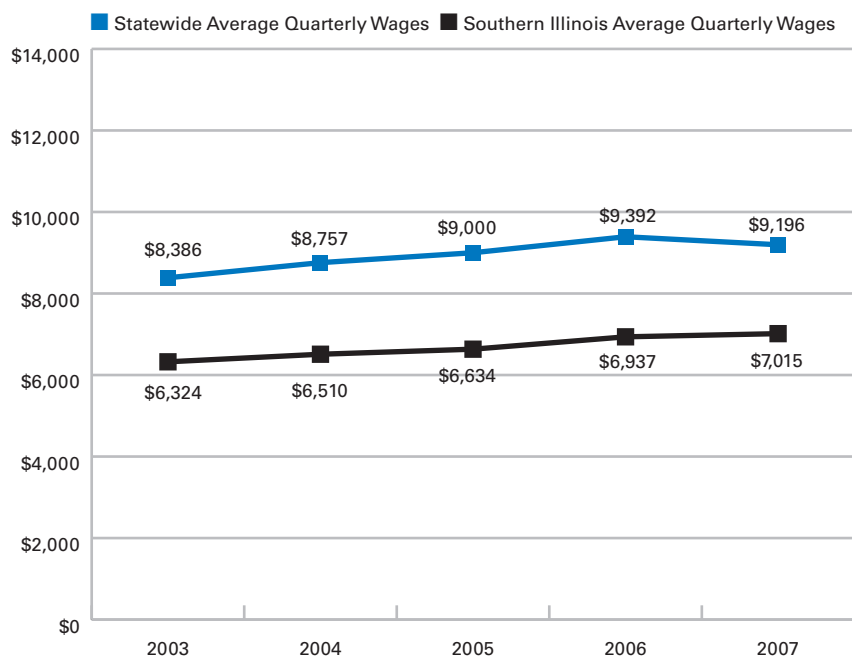
FIGURE 10.
**Number of Nonprofit Employees,
Southern Illinois Region, 2003-2007**



Counties: Alexander, Bond, Clay, Crawford, Edwards, Effingham, Fayette, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jasper, Jefferson, Johnson, Lawrence, Marion, Massac, Montgomery, Perry, Pope, Pulaski, Richland, Saline, Union, Wabash, Washington, Wayne, White, Williamson

Source: IDES Quarterly Census of Employment and Wages.

FIGURE 11.
**Average Nonprofit Quarterly Wages,
Southern Illinois Region versus Statewide, 2003-2007**



SOURCE: IDES Quarterly Census of Employment and Wages.

East St. Louis Region

COUNTIES: Calhoun, Clinton, Greene, Jersey, Macoupin, Madison, Monroe, Randolph, St. Clair



Percent of State's Nonprofit Employees

In 2007, nonprofit employees in the East St. Louis region represented slightly more than 4 percent of Illinois' nonprofit workforce.

While the proportion of the state's nonprofit workforce located in the region was steady from 2003 to 2004, the number of nonprofit workers in the region rose slightly each year from 2003 to 2006 and declined by 835 between 2006 and 2007 to its lowest level (17,761) of the time period.

Wages

The average quarterly wage for nonprofit employees in East St. Louis increased by an average of 3.7 percent per year between 2003 and 2007, from 6,318 to 7,294.

In 2006, the average nonprofit wage in the region (\$7,132) was 74 percent of the average statewide nonprofit quarterly wage of (\$9,392).

In 2007, the highest average quarterly wages in East St. Louis were for employees working for ambulatory healthcare service providers (\$9,565) and grantmaking and giving services (\$9,526).

Between 2003 and 2007, the average quarterly wages for employees of nonprofit arts, entertainment, and recreation organizations fell by 39 percent, from \$4,429 to \$2,694, compared to an average statewide increase of 8.4 percent.

Between 2003 and 2007, the average quarterly wages for employees of individual and family services organizations fell by two percent,

TABLE 3.

Nonprofit Wages Over Time By Industry, East St. Louis Region versus Statewide

INDUSTRY	AVERAGE QUARTERLY NONPROFIT WAGES			
	East St. Louis 2003	East St. Louis 2007	Statewide 2003	Statewide 2007
ALL ARTS, ENTERTAINMENT & RECREATION				
Arts, Entertainment & Recreation	\$4,429	\$2,694	\$6,693	\$7,253
ALL EDUCATION				
Educational Services	\$5,769	\$6,650	\$8,942	\$10,422
ALL HEALTH				
Ambulatory Health Care Services	\$7,097	\$9,565	\$8,888	\$9,992
Hospitals	\$7,739	\$9,217	\$9,772	\$11,401
Nursing & Residential Care Facilities	\$4,870	\$5,318	\$5,554	\$6,134
ALL HUMAN SERVICES				
Individual & Family Services	\$4,980	\$4,869	\$6,142	\$6,345
Food, Housing, Emergency, & Other Relief	\$4,113	\$4,271	\$5,549	\$6,462
Vocational Rehabilitation Services	\$5,063	\$5,761	\$5,508	\$5,939
Child Day Care Services	\$4,927	\$5,571	\$4,876	\$5,396
ALL RELIGIOUS, CIVIC & OTHER				
Religious Organizations	\$4,665	\$5,194	\$5,589	\$6,098
Grantmaking & Giving Services	\$4,411	\$9,526	\$10,000	\$12,635
Social Advocacy Organizations	\$4,438	\$4,837	\$6,660	\$7,599
Civic & Social Organizations	\$2,369	\$2,899	\$3,892	\$3,979

SOURCE: IDES Quarterly Census of Employment and Wages.

from \$4,980 to \$4,869, compared to an average statewide increase of 3.3 percent.

Employment Trends

The largest nonprofit sector in East St. Louis is health. About 60 percent of the region's nonprofit workforce is employed in this sector, which includes hospitals, nursing homes and residential care facilities, and ambulatory health care services. Arts, entertainment, and recreation organizations employ less than one half of a percent of the region's nonprofit workforce, compared to almost 3 percent statewide.

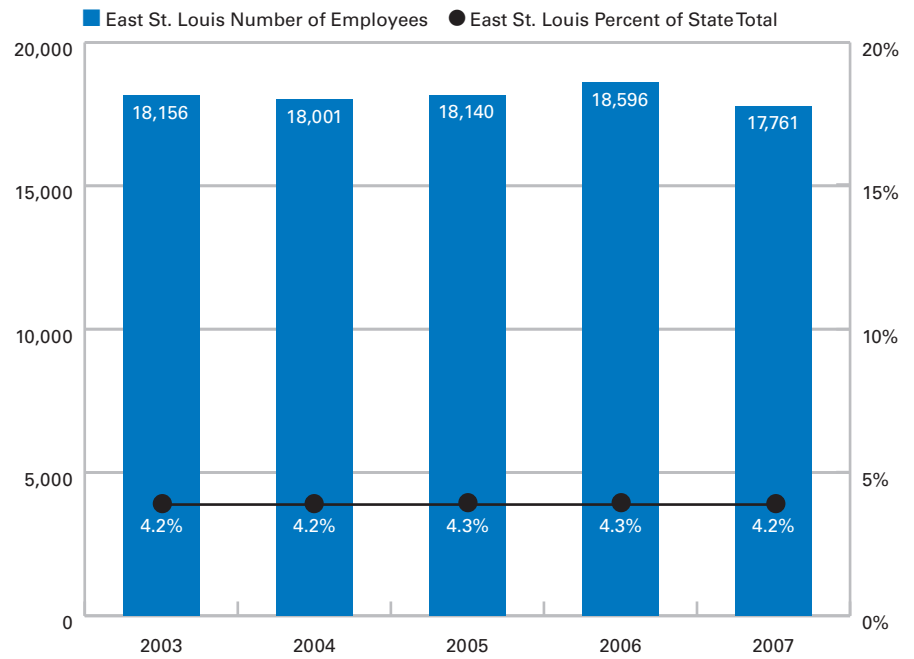
Religious institutions employ 3.6 percent of the regional nonprofit workforce in East St. Louis, compared to 1.9 percent of the statewide nonprofit workforce.

Comparisons to Other Sectors

In 2006, the average quarterly nonprofit wage in East St. Louis (\$7,132) was 90.4 percent of the average quarterly wage of all private employees in the region (\$7,892).

In 2006, the average quarterly nonprofit wage in East St. Louis (\$7,132) was only 77.3 percent of the average quarterly wage of government employees in the region (\$9,232).

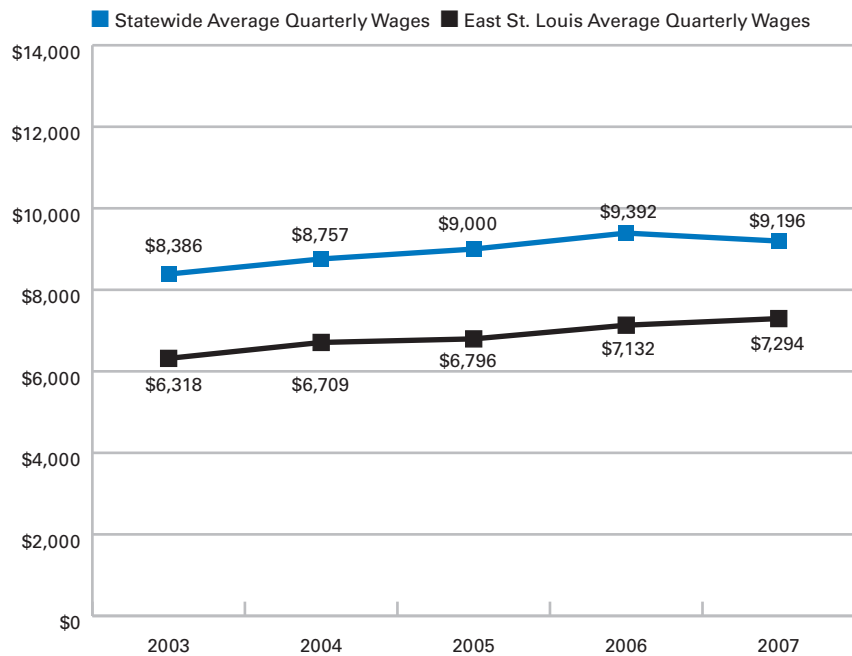
FIGURE 12.
**Number of Nonprofit Employees,
East St. Louis Region, 2003–2007**



Counties: Calhoun, Clinton, Greene, Jersey, Macoupin, Madison, Monroe, Randolph, St. Clair

SOURCE: IDES Quarterly Census of Employment and Wages.

FIGURE 13.
**Average Nonprofit Quarterly Wages,
East St. Louis Region versus Statewide, 2003–2007**



SOURCE: IDES Quarterly Census of Employment and Wages

Western Illinois Region

COUNTIES: Adams, Brown, Cass, Fulton, Hancock, Henderson, Knox, McDonough, Mercer, Morgan, Pike, Schuyler, Scott, Warren



Percent of State's Nonprofit Employees

In 2007, nonprofit employees in the Western Illinois region represented slightly less than 3 percent of Illinois' nonprofit workforce.

While the proportion of the state's nonprofit workforce that is located in the region was relatively steady from 2003 to 2007, the number of nonprofit workers in the region fluctuated somewhat. Over the five-year period, there was a net increase of 148 nonprofit employees.

Wages

The average quarterly wage for nonprofit employees in Western Illinois increased by an average of 2.7 percent per year between 2003 and 2007, from \$6,182 to \$6,889.

In 2006, the average nonprofit

wage in the region (\$6,675) was 71 percent of the average statewide nonprofit quarterly wage (\$9,392).

In 2007, the highest average quarterly wages in Western Illinois were for employees working for hospitals (\$9,481) and educational services (\$7,482).

Unlike wages in other regions, average quarterly wages for employees of ambulatory health services were less than those earned by employees of arts, entertainment, and recreation organizations and educational services organizations.

Quarterly wages for employees of civic and social organizations in Western Illinois were the lowest in the state in both 2003 (\$1,929) and 2007 (\$1,662). During that period, they fell 13.8 percent.

Between 2003 and 2007, the average quarterly wages for employees

TABLE 4.

Nonprofit Wages Over Time by Industry, Western Illinois Region versus Statewide

INDUSTRY	AVERAGE QUARTERLY NONPROFIT WAGES			
	Western Illinois 2003	Western Illinois 2007	Statewide 2003	Statewide 2007
ALL ARTS, ENTERTAINMENT & RECREATION				
Arts, Entertainment & Recreation	\$5,119	\$6,673	\$6,693	\$7,253
ALL EDUCATION				
Educational Services	\$6,461	\$7,462	\$8,942	\$10,422
ALL HEALTH				
Ambulatory Health Care Services	\$5,810	\$6,405	\$8,888	\$9,992
Hospitals	\$8,062	\$9,481	\$9,772	\$11,401
Nursing & Residential Care Facilities	\$4,582	\$4,998	\$5,554	\$6,134
ALL HUMAN SERVICES				
Individual & Family Services	\$5,417	\$6,023	\$6,142	\$6,345
Food, Housing, Emergency & Other Relief	\$3,219	\$3,422	\$5,549	\$6,462
Vocational Rehabilitation Services	\$5,003	\$5,283	\$5,508	\$5,939
Child Day Care Services	\$2,781	\$3,658	\$4,876	\$5,396
ALL RELIGIOUS, CIVIC & OTHER				
Religious Organizations	\$3,163	\$3,682	\$5,589	\$6,098
Grantmaking & Giving Services	\$5,908	\$6,119	\$10,000	\$12,635
Social Advocacy Organizations	\$4,330	\$6,857	\$6,660	\$7,599
Civic & Social Organizations	\$1,929	\$1,662	\$3,892	\$3,979

SOURCE: IDES Quarterly Census of Employment and Wages.

of social advocacy organizations increased by 58 percent, from \$4,330 to \$6,857, compared to an average statewide increase of 14 percent

Employment Trends

The largest nonprofit sector in Western Illinois is health. About 66 percent of the region’s nonprofit workforce is employed in this sector, which includes hospitals, nursing homes and residential care facilities, and ambulatory health care services.

Slightly more than 26 percent of the region’s nonprofit workforce is employed by nursing and residential care facilities, compared to just under 10 percent of the statewide nonprofit workforce.

Arts, entertainment, and recreation organizations employ only 0.2 percent of the region’s nonprofit workforce, less than one tenth of the portion of the state’s nonprofit workforce employed by this sector.

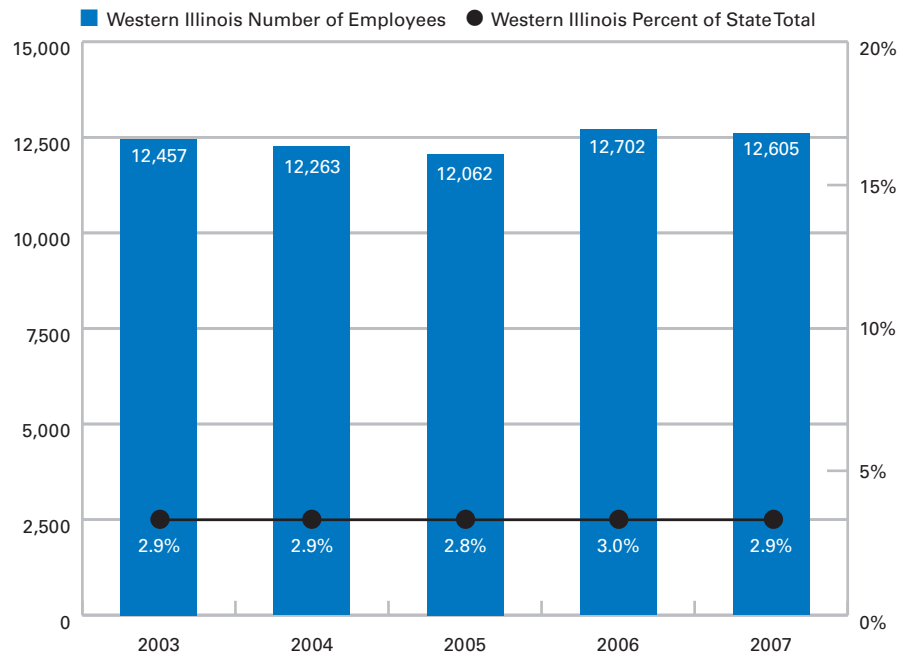
Vocational rehabilitation services organizations employ 6 percent of the regional nonprofit workforce in Western Illinois, about twice the proportion of the statewide nonprofit workforce employed by this sector.

Comparisons to Other Sectors

In 2006, the average quarterly nonprofit wage in Western Illinois (\$6,675) was approximately equal to the average quarterly wage of all private employees in the region (\$6,706).

In 2006, the average quarterly nonprofit wage in Western Illinois (\$6,675) was only 85.1 percent of the average quarterly wage of government employees in the region (\$7,841).

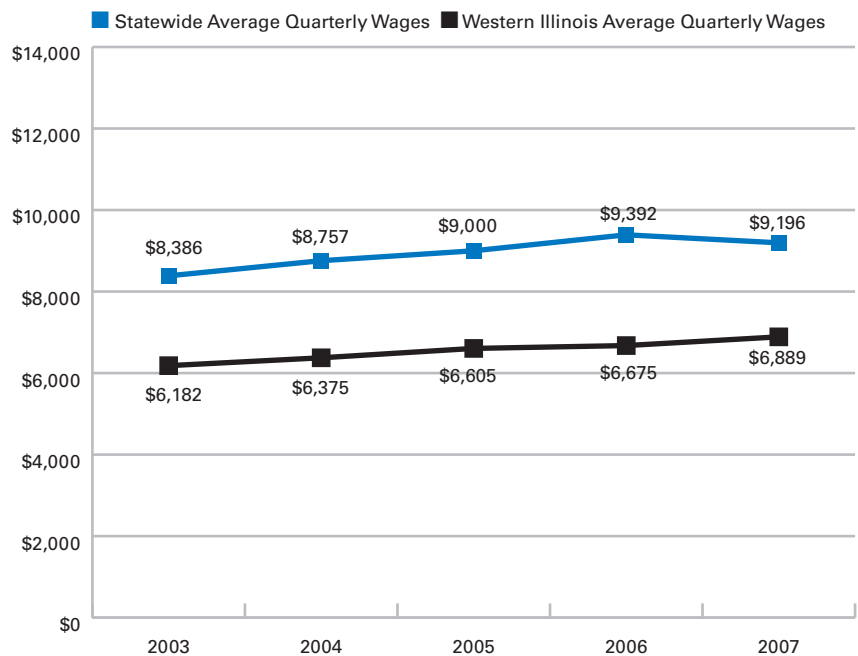
FIGURE 14.
**Number of Nonprofit Employees,
Western Illinois Region, 2003–2007**



Counties: Adams, Brown, Cass, Fulton, Hancock, Henderson, Knox, McDonough, Mercer, Morgan, Pike, Schuyler, Scott, Warren

SOURCE: IDES Quarterly Census of Employment and Wages.

FIGURE 15.
**Average Nonprofit Quarterly Wages,
Western Illinois Region versus Statewide, 2003–2007**



SOURCE: IDES Quarterly Census of Employment and Wages.

Central Illinois Region

COUNTIES: Champaign, Christian, Clark, Coles, Cumberland, De Witt, Douglas, Edgar, Ford, Iroquois, Kankakee, Livingston, Logan, McLean, Macon, Marshall, Mason, Menard, Moultrie, Peoria, Piatt, Sangamon, Shelby, Stark, Tazewell, Vermilion, Woodford



Percent of State's Nonprofit Employees

In 2007, nonprofit employees in the Central Illinois region represented 14.3 percent of Illinois' nonprofit workforce.

The proportion of the state's nonprofit workforce that is located in the region grew from 2003 to 2005 (to a high of 14.9 percent) and declined from 2006 to 2007 to 14.3 percent. The number of nonprofit workers in the region fluctuated similarly, from 59,703 in 2003 to 63,098 in 2005 and 61,184 in 2007.

Wages

The average quarterly wage for nonprofit employees in Central Illinois increased by an average of 3.5 percent per year between 2003 and 2007, from \$7,222 to \$8,287.

In 2007, the highest average quarterly wages in Central Illinois were for employees working for hospitals (\$10,390) and grantmaking and giving services (\$9,611).

Between 2003 and 2007, Central Illinois nonprofit employees' wages in most sectors grew by amounts similar to the growth in the state-wide averages.

TABLE 5.

Quarterly Nonprofit Wages Over Time by Industry, Central Illinois Region versus Statewide

INDUSTRY	AVERAGE QUARTERLY NONPROFIT WAGES			
	Central Illinois 2003	Central Illinois 2007	Statewide 2003	Statewide 2007
ALL ARTS, ENTERTAINMENT & RECREATION				
Arts, Entertainment & Recreation	\$3,410	\$3,812	\$6,693	\$7,253
ALL EDUCATION				
Educational Services	\$6,960	\$8,118	\$8,942	\$10,422
ALL HEALTH				
Ambulatory Health Care Services	\$7,955	\$8,855	\$8,888	\$9,992
Hospitals	\$8,798	\$10,390	\$9,772	\$11,401
Nursing & Residential Care Facilities	\$5,185	\$5,822	\$5,554	\$6,134
ALL HUMAN SERVICES				
Individual & Family Services	\$4,933	\$4,944	\$6,142	\$6,345
Food, Housing, Emergency & Other Relief	\$4,896	\$5,898	\$5,549	\$6,462
Vocational Rehabilitation Services	\$4,714	\$5,321	\$5,508	\$5,939
Child Day Care Services	\$3,804	\$4,502	\$4,876	\$5,396
ALL RELIGIOUS, CIVIC & OTHER				
Religious Organizations	\$4,665	\$5,377	\$5,589	\$6,098
Grantmaking & Giving Services	\$7,103	\$9,611	\$10,000	\$12,635
Social Advocacy Organizations	\$5,393	\$6,077	\$6,660	\$7,599
Civic & Social Organizations	\$2,615	\$2,659	\$3,892	\$3,979

SOURCE: IDES Quarterly Census of Employment and Wages.

Employment Trends

The largest nonprofit sector in Central Illinois is health. About 70.6 percent of the region's nonprofit workforce is employed in this sector, which includes hospitals, nursing homes and residential care facilities, and ambulatory health care services.

Health-related organizations in Central Illinois employ a higher portion of the region's nonprofit employees than the portion of the total state nonprofit workforce that is employed by those sectors.

Arts, entertainment, and recreation organizations employ only 0.5 percent of the region's nonprofit workforce, approximately one fifth of the portion of the state's nonprofit workforce employed by this sector.

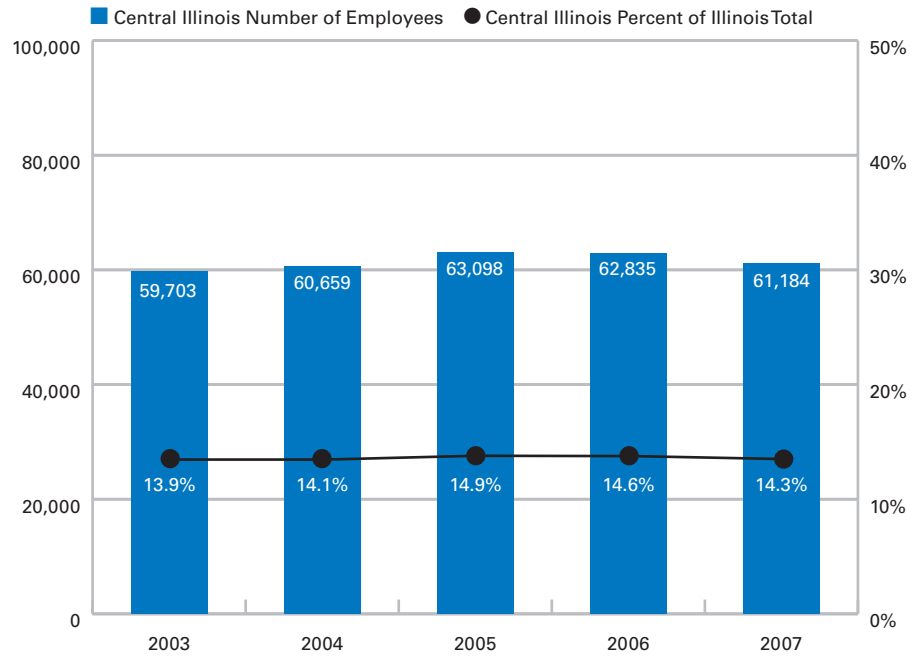
Educational services institutions employ about 10 percent of the regional nonprofit workforce in Central Illinois compared to about 20 percent of the statewide nonprofit workforce.

Comparisons to Other Sectors

In 2006, the average quarterly nonprofit wage in Central Illinois (\$8,078) was 83.4 percent of the average quarterly wage of private sector (for-profit) employees in the region (\$9,690).

In 2006, the average quarterly nonprofit wage in Central Illinois (\$8,078) was 78.5 percent of the average quarterly wage of government employees in the region (\$10,291).

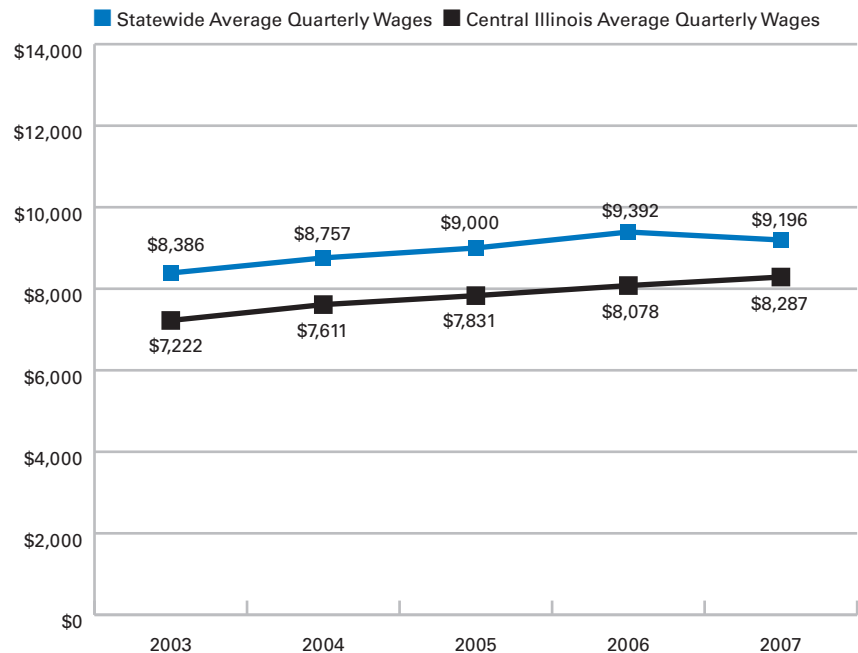
FIGURE 16.
**Number of Nonprofit Employees,
Central Illinois Region, 2003–2007**



Counties: Champaign, Christian, Clark, Coles, Cumberland, De Witt, Douglas, Edgar, Ford, Iroquois, Kankakee, Livingston, Logan, McLean, Macon, Marshall, Mason, Menard, Moultrie, Peoria, Platt, Sangamon, Shelby, Stark, Tazewell, Vermillion, Woodford

SOURCE: IDES Quarterly Census of Employment and Wages.

FIGURE 17.
**Average Nonprofit Quarterly Wages,
Central Illinois Region versus Statewide, 2003–2007**



SOURCE: IDES Quarterly Census of Employment and Wages.

Northern Illinois Region

COUNTIES: Boone, Bureau, Carroll, DeKalb, Grundy, Henry, Jo Daviess, La Salle, Lee, Ogle, Putnam, Rock Island, Stephenson, Whiteside, Winnebago



Percent of State's Nonprofit Employees

In 2007, nonprofit employees in the Northern Illinois region represented nearly 8 percent of Illinois' nonprofit workforce.

Both the proportion of the state's nonprofit workforce that is located in the region and the number of nonprofit workers in the region were essentially steady from 2003 to 2007. From 2006 to 2007, for example, the region's percent of the state's nonprofit workforce increased by 0.1 percent while the number of nonprofit workers in the region increased by 288, to 33,838.

Wages

The average quarterly wage for nonprofit employees in Northern

Illinois increased by an average of 3.5 percent per year between 2003 and 2007, from \$7,364 to \$8,436.

In 2007, the average nonprofit wage in the region (\$8,436) was 91.7 percent of the average statewide nonprofit quarterly wage (\$9,196).

In 2007, the highest average quarterly wages in Northern Illinois were for employees working for ambulatory healthcare service providers (\$11,921) and hospitals (\$11,071).

Northern Illinois is one of only two regions (with East St. Louis) where average wages for ambulatory health service providers are higher than those of hospital employees.

In both 2003 and 2007, wages for ambulatory health care employ-

TABLE 6.

Average Nonprofit Wages Over Time by Industry, Northern Illinois Region versus Statewide

INDUSTRY	AVERAGE QUARTERLY NONPROFIT WAGES			
	Northern Illinois 2003	Northern Illinois 2007	Statewide 2003	Statewide 2007
ALL ARTS, ENTERTAINMENT & RECREATION				
Arts, Entertainment & Recreation	\$3,128	\$3,843	\$6,693	\$7,253
ALL EDUCATION				
Educational Services	\$5,543	\$6,574	\$8,942	\$10,422
ALL HEALTH				
Ambulatory Health Care Services	\$10,554	\$11,921	\$8,888	\$9,992
Hospitals	\$9,557	\$11,071	\$9,772	\$11,401
Nursing & Residential Care Facilities	\$5,212	\$5,900	\$5,554	\$6,134
ALL HUMAN SERVICES				
Individual & Family Services	\$4,530	\$5,036	\$6,142	\$6,345
Food, Housing, Emergency & Other Relief	\$4,424	\$4,429	\$5,549	\$6,462
Vocational Rehabilitation Services	\$4,996	\$5,379	\$5,508	\$5,939
Child Day Care Services	\$3,623	\$3,769	\$4,876	\$5,396
ALL RELIGIOUS, CIVIC & OTHER				
Religious Organizations	\$2,959	\$3,697	\$5,589	\$6,098
Grantmaking & Giving Services	\$8,017	\$8,900	\$10,000	\$12,635
Social Advocacy Organizations	\$6,378	\$7,936	\$6,660	\$7,599
Civic & Social Organizations	\$2,179	\$2,434	\$3,892	\$3,979

SOURCE: IDES Quarterly Census of Employment and Wages.

ees in Northern Illinois exceeded those in Metro Chicago.

Between 2003 and 2007, the average quarterly wages for employees of food, housing, emergency, and other relief services in Northern Illinois stayed essentially the same, compared to an average statewide increase of about 17 percent.

The 2007 average quarterly wage earned by an employee of a social advocacy organization in Northern Illinois exceeded the state's average quarterly wage in that sector, \$7,936 to \$7,599.

Employment Trends

The largest nonprofit sector in Northern Illinois is health. About 69 percent of the region's nonprofit workforce is employed in this sector, which includes hospitals, nursing homes and residential care facilities, and ambulatory health care services.

Wages from employment in the health industry accounted for 81.5 percent of the region's total nonprofit wages in 2007.

Five and a half percent of nonprofit employees work for civic and social organizations in Northern Illinois, compared to 3.1 percent of the state's nonprofit workforce employed by this sector.

About one in ten nonprofit employees in Northern Illinois are employed by educational services organizations (9.9 percent), or about half of the statewide rate of one in five.

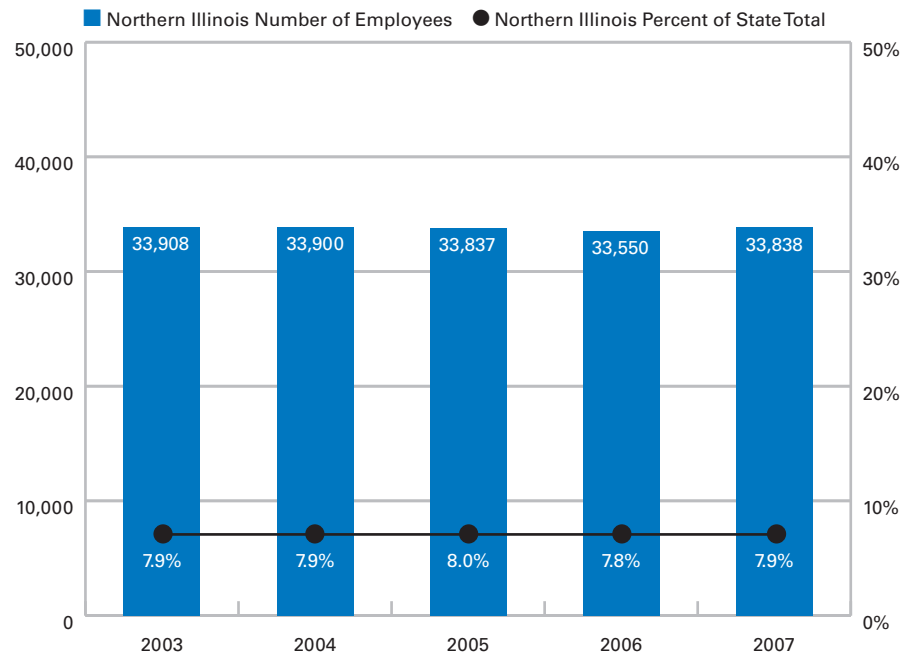
Comparisons to Other Sectors

In 2006, the average quarterly nonprofit wage in Northern Illinois (\$8,207) was 90 percent of the average quarterly wage of private, for-profit employees in the region (\$9,120).

In 2006, the average quarterly nonprofit wage in Northern Illinois (\$7,132) was only 89.7 percent of the average quarterly wage of government employees in the region (\$9,149).

FIGURE 18.

Number of Nonprofit Employees, Northern Illinois Region, 2003–2007

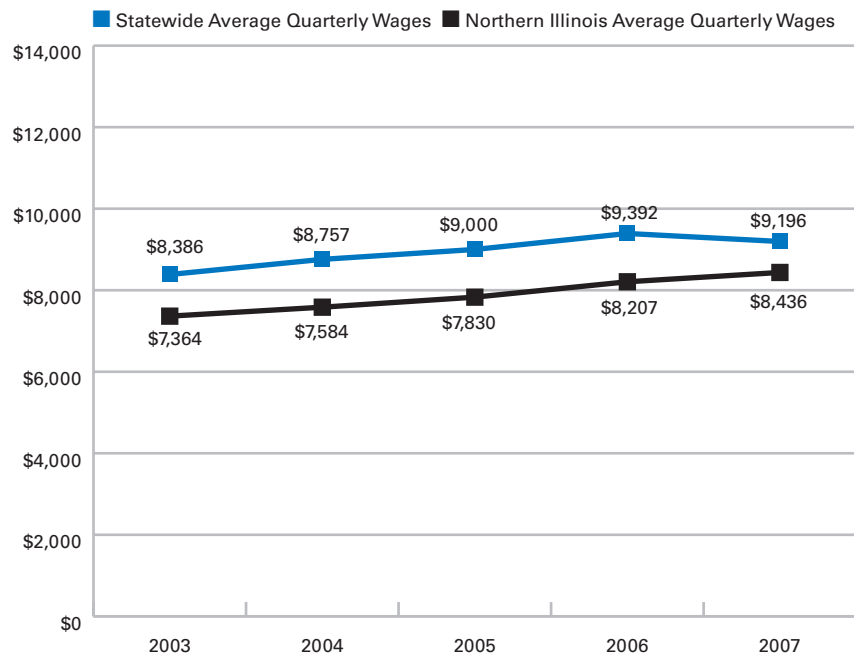


Counties: Boone, Bureau, Carroll, DeKalb, Grundy, Henry, Jo Daviess, La Salle, Lee, Ogle, Putnam, Rock Island, Stephenson, Whiteside, Winnebago

SOURCE: IDES Quarterly Census of Employment and Wages.

FIGURE 19.

Average Nonprofit Quarterly Wages, Northern Illinois Region versus Statewide, 2003–2007



SOURCE: IDES Quarterly Census of Employment and Wages.

Metro Chicago Region

COUNTIES: Cook, DuPage, Kane, Kendall, Lake, McHenry, Will



Percent of State's Nonprofit Employees

In 2007, nonprofit employees in the Metro Chicago region represented about two thirds (67.6 percent) of Illinois' nonprofit workforce.

Both the proportion of the state's nonprofit workforce that is located in the region and the number of regional nonprofit employees remained relatively stable from 2003 to 2007.

Wages

The average quarterly wage for nonprofit employees in Metro Chicago increased by an average of 3.5 percent per year between 2003 and 2007, from \$9,056 to \$10,410.

In 2007, the average nonprofit wage in the region (\$10,410) was 113 percent of the average statewide nonprofit quarterly wage (\$9,196).

In 2007, the highest average quarterly wages in Metro Chicago were for employees working for grantmaking and giving services (\$13,529), hospitals (\$12,110), and educational services (\$11,108).

Between 2003 and 2007, the average quarterly wages for nonprofit sector employees in the Chicago Metro area increased in all sectors, though the region's nonprofit wages lagged behind private, for-profit wages by significantly more than in other regions.

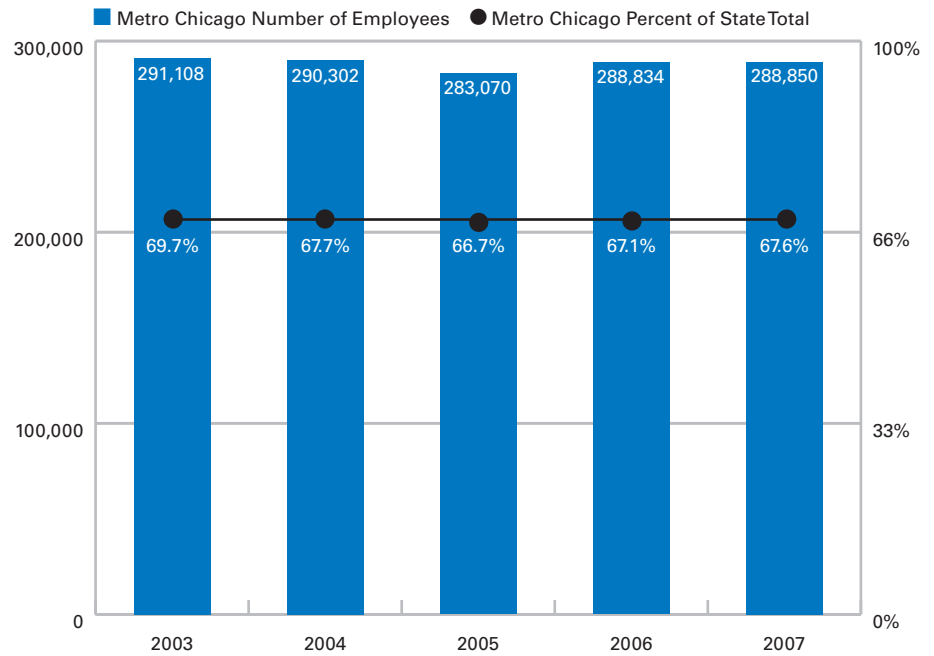
TABLE 7.

Average Wages Over Time by Industry, Metro Chicago Region versus Statewide

INDUSTRY	AVERAGE QUARTERLY NONPROFIT WAGES			
	Metro Chicago 2003	Metro Chicago 2007	Statewide 2003	Statewide 2007
ALL ARTS, ENTERTAINMENT & RECREATION				
Arts, Entertainment & Recreation	\$7,020	\$7,579	\$6,693	\$7,253
ALL EDUCATION				
Educational Services	\$9,565	\$11,108	\$8,942	\$10,422
ALL HEALTH				
Ambulatory Health Care Services	\$8,882	\$10,143	\$8,888	\$9,992
Hospitals	\$10,324	\$12,110	\$9,772	\$11,401
Nursing & Residential Care Facilities	\$6,055	\$6,649	\$5,554	\$6,134
ALL HUMAN SERVICES				
Individual & Family Services	\$6,647	\$6,855	\$6,142	\$6,345
Food, Housing, Emergency & Other Relief	\$6,394	\$7,556	\$5,549	\$6,462
Vocational Rehabilitation Services	\$6,153	\$6,528	\$5,508	\$5,939
Child Day Care Services	\$5,389	\$5,931	\$4,876	\$5,396
ALL RELIGIOUS, CIVIC & OTHER				
Religious Organizations	\$6,213	\$6,715	\$5,589	\$6,098
Grantmaking & Giving Services	\$10,760	\$13,529	\$10,000	\$12,635
Social Advocacy Organizations	\$7,311	\$8,281	\$6,660	\$7,599
Civic & Social Organizations	\$4,926	\$5,167	\$3,892	\$3,979

SOURCE: IDES Quarterly Census of Employment and Wages.

FIGURE 20.
**Number of Nonprofit Employees,
 Metro Chicago Region, 2003–2007**



Counties: Cook, DuPage, Kane, Kendall, Lake, McHenry, Will
 SOURCE: IDES Quarterly Census of Employment and Wages.

Employment Trends

The largest nonprofit sector in Metro Chicago is health. About 55.1 percent of the region’s nonprofit workforce is employed in this sector, which includes hospitals, nursing homes and residential care facilities, and ambulatory health care services.

Close to one quarter (24.1 percent) of Metro Chicago’s nonprofit workforce is employed by educational services institutions, making this the only region to exceed the statewide average of 20.6 percent.

Eighty-two percent of the state’s nonprofit workers employed by educational service organizations work in the Metro Chicago region.

Arts, entertainment, and recreation organizations employ 3.6 percent of the region’s nonprofit workforce, four to sixteen times higher a proportion of the nonprofit workforce employed by this sector than in any other region.

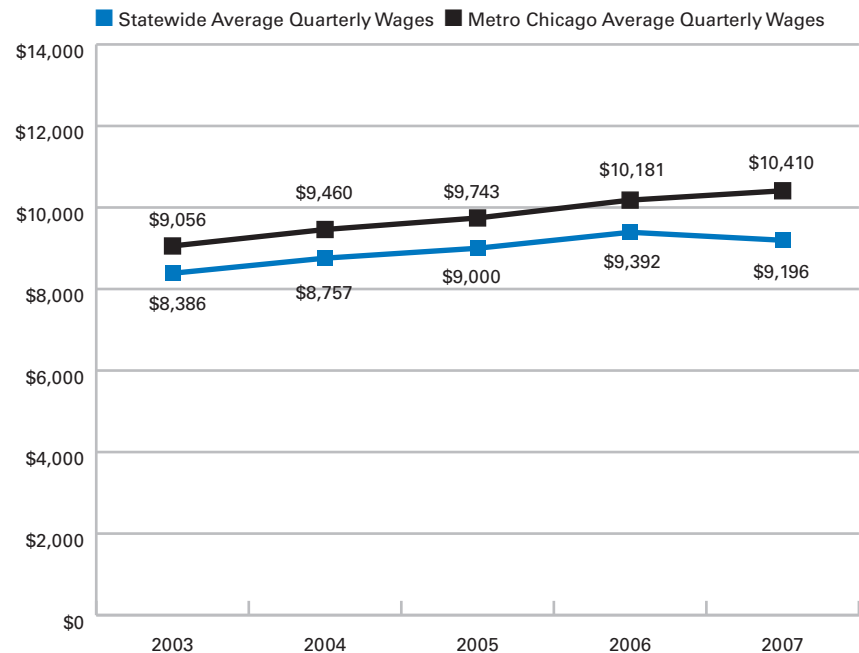
Vocational rehabilitation services employ 2.3 percent of the regional nonprofit workforce in Metro Chicago, compared to 3.2 percent of the statewide nonprofit workforce.

Comparisons to Other Sectors

In 2006, the average quarterly nonprofit wage in Metro Chicago (\$10,181) was 75.9 percent of the average quarterly wage of private, for-profit employees in the region (\$13,420).

In 2006, the average quarterly nonprofit wage in Metro Chicago (\$10,181) was 87.8 percent of the average quarterly wage of government employees in the region (\$11,597).

FIGURE 21.
**Average Nonprofit Quarterly Wages,
 Metro Chicago Region versus Statewide, 2003–2007**



SOURCE: IDES Quarterly Census of Employment and Wages.

Recommendations and Implications

By all measures nonprofits are an essential component of Illinois' economy: they employ well over 400,000 Illinoisans, generate \$16.5 billion dollars in wages, and provide critical services to the residents of every county in the state. The sector's value is underscored by its own growth over the past decade, both in number of organizations created, services delivered, and average wages paid.

In order to continue to thrive and operate, the nonprofit sector, the state, and all who rely upon the sector must do their part to ensure its health and vitality.

ALL OF US WHO CARE ABOUT NONPROFITS CAN:

Support and subscribe to the ideas in *Illinois Nonprofit Principles and Best Practices*. This seminal booklet, endorsed by the Illinois Attorney General, offers guidance that will strengthen the effectiveness, accountability, and long-term sustainability of nonprofits. The principles and practices include specific, concrete steps for grantmakers, nonprofits, and volunteer board members to ensure adherence to high ethical standards and strong governance principles in all organizational aspects, including management of resources, legal compliance, and communication. The booklet is supplemented by online resources, including a self-assessment. Visit Donors Forum's website at www.donorsforum.org and click on *Illinois Nonprofit Principles and Best Practices* for more tools that any stakeholder in the nonprofit economy can use to strengthen and support the sector.

Join Donors Forum in telling the story about the purpose and value of the nonprofit sector overall—this includes the breadth and depth of the sector, how it succeeds and operates, and how it differs from and works with the business and government sectors.

Give—and volunteer—generously. Nonprofits cannot accomplish their missions without the support of donors and volunteers. Whether it's through a small weekly contribution at church or the corporate sponsorship of a walk-a-thon, by tutoring one child or giving one senior citizen a ride to the doctor, or by serving on the board of a foundation or local community group, financial contributions and volunteer time make a difference.

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LOCAL, STATE, AND FEDERAL ELECTED OFFICIALS CAN:

Enact state tax reform to address Illinois' structural deficit. One of the most significant impediments to the long-term financial viability of many nonprofits that provide services through contracts with the state is the receipt of on-time payments. Because of recent budget crises in Illinois, more payments are late, and more nonprofits are being detrimentally affected in terms of the services they are able to provide as well as their long-term sustainability. At a time when public services are being provided increasingly by the nonprofit sector, Illinois lawmakers must address the ongoing gap between current state revenues and total state expenses caused by the state's ongoing structural deficit.

Support federal legislation that strengthens the sector. In the 2008 and 2009 Congress there are several important pieces of legislation with the potential to impact tremendously the vitality of the nonprofit sector.

- The Individual Retirement Account (IRA) Charitable Rollover. Signed into law by President Bush as part of the 'Emergency Economic Stabilization Act of 2008,' IRA Charitable Rollover giving incentives have been extended through 2009. The IRA charitable rollover incentive allows taxpayers aged 70 ½ or older to make tax-free distributions to charitable organizations from their traditional IRA accounts. It is critical for Congress to continue its efforts to make this giving incentive a permanent one.
- The Serve America Act (S.3487) is focused on expanding service opportunities and mobilizing constituencies in support of service. The bill would expand the AmeriCorps concept by supporting 175,000 more people who would provide a year of service to address national needs in such areas as education, the environment, health, and disaster relief. It would also provide tax incentives for employers who allow workers to take paid leave for full-time community service at nonprofits, among other efforts.
- The GIVE Act: Volunteers are the cornerstone of the Illinois charitable sector, contributing a staggering \$15 billion to the state's economy. Recently introduced federal legislation seeks to recognize the important contribution of volunteers by increasing the charitable mileage reimbursement rate for volunteers from the current rate of 14 cents a mile to at least 27 cents per mile. If enacted, the Act would also stop treating reimbursements as taxable income and would move the rate from being fixed by statute to allow the IRS to adjust it administratively without a formal act of Congress.

NONPROFIT LEADERS, BOTH BOARD MEMBERS AND STAFF, CAN:

Understand and comply with legal and fiduciary requirements. *Illinois Nonprofit Principles and Best Practices* provides a good place to start. There are many resources at www.donorsforum.org to help nonprofits adopt best practices in oversight as well as day-to-day operations. Recent developments that merit special attention include revisions to the requirements for IRS Forms 990.

Advocate on behalf of the sector. Advocacy is a responsibility. Each nonprofit must take leadership in this area by communicating the importance of its mission, the necessity of its services, and the need for legal and regulatory improvement to its operating environment.

Maintain financial benchmarks as an ongoing policy. In order to maintain financial health, a nonprofit must continually review its fiscal policies and financial plan. The maintenance and monitoring of financial benchmarks are a shared responsibility of board members and staff.

Collect the right data and ensure appropriate levels of funding for acquiring and maintaining information technology. Collecting the right data will tell a story that leads to better financial management decisions internally. Technology supports the internal capacity to collect and use financial and service data.

Engage in active and appropriate oversight. There is no substitute for the oversight of a critical group of volunteers who care about the mission and who choose to invest their time and talents in charitable activities. Nonprofits should conduct regular analyses of their boards and governance practices, such as a board self-assessment. Boards should regularly review the performance and compensation of the chief executive. The chief executive should manage the staff performance review and compensation setting process.

GRANTMAKERS CAN:

Make general operating support a priority. Financial health is built over time through careful investments in infrastructure, and nonprofits need support from funders in these efforts. General operating support translates into capacity building for a range of ongoing infrastructure needs such as information technology, specialized staff (including development directors), and board and staff development.

Recognize that all projects require administration and oversight. Support necessary administrative expenses when funding projects.

Streamline the application and reporting process to minimize the amount of time, effort, and financial resources nonprofits expend to secure support and maximize the resources nonprofits use to fulfill their missions.

Recognize the importance of governance in supporting the financial health of nonprofits. Funders should target funding to improve nonprofit governance such as board training, board self-assessments, and high-quality strategic planning. This commitment will strengthen the sector overall.

Summary Tables

TABLE A-1.

Nonprofit Employment as Percent of all Private (Non-Government) Employment, by Region, 2006

2006 TOTAL NON-GOVERNMENT EMPLOYMENT			
Region	Nonprofit Sector Total Number of Employees	Private Sector Total Number of Employees	Nonprofit Employees as a Percent of All Private Sector Employees
STATEWIDE	430,564	4,913,294	8.8
Southern Illinois	12,917	170,120	7.6
East St. Louis	18,596	195,217	9.5
Western Illinois	12,702	95,276	13.3
Central Illinois	62,835	570,804	11.0
Northern Illinois	33,550	361,182	9.3
Metro Chicago	288,834	3,419,876	8.4

TABLE A-2.

Quarterly Nonprofit Wages as Percent of Private (Non-Government) Wages, by Region, 2006

2006 TOTAL NON-GOVERNMENT WAGES			
Region	Nonprofit Sector Total Wages	Private Sector Total Wages	Nonprofit Wages as a Percent of All Private Sector Wages
STATEWIDE	\$4,044,422,078	\$58,779,115,736	6.9
Southern Illinois	89,601,875	1,186,645,291	7.6
East St. Louis	132,627,135	1,526,606,005	8.7
Western Illinois	84,805,518	638,538,135	13.3
Central Illinois	507,620,767	5,430,088,018	9.3
Northern Illinois	275,313,689	3,263,189,670	8.4
Metro Chicago	2,941,293,781	44,960,386,192	6.5

TABLE A-3.

Nonprofit Contribution to Illinois State Domestic Product, by County, 2005¹³

County	Number of Nonprofits	Total Expenses Contribution to Gross State Product (GSP)	County	Number of Nonprofits	Total Expenses Contribution to Gross State Product (GSP)
Adams	106	\$287,824,910	McLean	189	\$ 399,051,837
Alexander	14	15,130,027	Macon	124	474,243,697
Bond	15	57,328,008	Macoupin	36	55,915,049
Boone	25	5,047,222	Madison	198	359,930,950
Brown	10	10,573,133	Marion	38	122,222,632
Bureau	36	66,924,160	Marshall	10	5,150,211
Calhoun	4	587,446	Mason	6	3,627,245
Carroll	6	5,433,145	Massac	8	1,771,097
Cass	15	2,570,530	Menard	10	1,150,911
Champaign	234	598,911,890	Mercer	13	1,677,978
Christian	23	54,403,437	Monroe	18	6,604,966
Clark	8	7,846,498	Montgomery	21	51,051,025
Clay	6	2,740,377	Morgan	55	129,904,859
Clinton	11	33,773,957	Moultrie	15	15,285,871
Coles	65	175,825,902	Ogle	39	35,195,700
Cook	5,549	27,778,900,566	Peoria	262	1,894,456,345
Crawford	21	2,893,495	Perry	15	19,877,992
Cumberland	6	12,036,521	Piatt	15	13,558,425
DeKalb	102	181,570,258	Pike	10	14,553,055
De Witt	9	2,855,335	Pope	5	4,824,391
Douglas	16	4,956,229	Pulaski	5	9,598,171
DuPage	1,100	6,083,379,032	Putnam	4	249,233
Edgar	23	30,968,507	Randolph	13	11,358,871
Edwards	5	472,363	Richland	16	35,799,815
Effingham	27	100,354,682	Rock Island	171	601,047,015
Fayette	18	6,017,993	St. Clair	185	613,319,746
Ford	18	32,880,881	Saline	14	45,741,573
Franklin	21	47,514,835	Sangamon	309	1,190,714,189
Fulton	17	62,635,872	Schuyler	6	999,750
Greene	3	7,458,959	Scott	3	139,916
Grundy	31	79,931,247	Shelby	11	22,163,399
Hamilton	3	1,398,365	Stark	5	190,591
Hancock	15	18,826,883	Stephenson	59	172,945,487
Hardin	3	10,038,039	Tazewell	87	152,442,071
Henderson	6	3,534,025	Union	18	21,705,926
Henry	51	44,902,046	Vermilion	54	50,274,260
Iroquois	25	55,009,970	Wabash	13	4,142,164
Jackson	65	278,723,730	Warren	22	67,571,642
Jasper	4	59,417	Washington	7	6,568,342
Jefferson	23	10,400,004	Wayne	14	23,418,375
Jersey	12	2,594,143	White	13	13,475,139
Jo Daviess	34	8,236,688	Whiteside	48	48,950,935
Johnson	7	1,098,199	Will	296	1,597,396,426
Kane	402	1,173,690,962	Williamson	53	58,278,665
Kankakee	73	314,226,421	Winnebago	281	978,167,275
Kendall	30	4,624,720	Woodford	26	39,660,290
Knox	83	355,580,361			
Lake	632	1,234,735,348			
La Salle	99	231,434,151			
Lawrence	11	11,508,993			
Lee	46	112,235,528			
Livingston	37	24,048,181			
Logan	37	166,114,865			
McDonough	22	13,445,685			
McHenry	201	429,163,255			

¹³ Gallatin County was inadvertently omitted when county level data was extracted from the original data source.

TABLE A-4.

Percent of Nonprofit Employees and Wages by Industry and Region, 2007

INDUSTRY	Percent of nonprofit employees in industry		SOUTHERN ILLINOIS		EAST ST. LOUIS		WESTERN ILLINOIS		CENTRAL ILLINOIS		NORTHERN ILLINOIS		METRO CHICAGO	
	STATEWIDE													
Arts, Entertainment & Recreation	2.7	2.0	0.8	0.3	0.4	0.1	0.2	0.2	0.5	0.2	0.8	0.4	3.6	2.7
Educational Services	19.9	21.6	7.7	7.2	14.7	13.2	15.1	16.2	10.3	9.9	9.9	7.7	24.1	25.8
Ambulatory Health Care Services	4.5	4.7	7.3	7.5	7.0	9.1	2.7	2.5	4.4	4.6	8.4	11.9	3.8	3.8
Hospitals	45.1	53.7	51.5	62.2	43.2	54.5	36.9	50.8	52.3	64.5	44.2	58.0	44.0	51.5
Nursing & Residential Care Facilities	9.9	6.3	12.5	9.2	9.4	6.8	26.3	19.0	13.9	9.6	16.6	11.6	7.3	4.7
Individual & Family Services	5.6	3.7	7.5	5.4	6.2	4.1	2.6	2.3	4.3	2.5	4.3	2.6	6.0	4.0
Food, Housing, Emergency & Other Relief Services	0.8	0.5	0.6	0.4	2.0	1.2	0.7	0.3	0.9	0.6	1.0	0.5	0.7	0.5
Vocational Rehabilitation Services	3.2	2.0	7.7	5.6	5.7	4.5	6.0	4.6	4.1	2.6	4.1	2.6	2.3	1.5
Child Day Care Services	1.3	0.7	1.1	0.6	1.5	1.1	0.8	0.4	2.5	1.6	1.9	0.8	1.3	0.8
Religious Organizations	1.9	1.2	0.9	0.4	3.6	2.6	0.7	0.4	1.6	1.0	1.7	0.8	1.9	1.3
Grantmaking & Giving Services	0.8	1.0	0.4	0.2	0.1	0.2	0.3	0.3	0.5	0.6	0.4	0.4	0.9	1.2
Social Advocacy Organizations	1.4	1.1	1.8	1.0	0.5	0.3	1.5	1.5	1.8	1.3	1.2	1.1	1.4	1.1
Civic & Social Organizations	3.1	1.3	0.3	0.1	5.7	2.2	6.3	1.5	3.0	0.9	5.6	1.6	2.6	1.3

SOURCE: IDES Quarterly Census of Employment and Wages (Q1 & Q2 2007).

North American Industry Classification System (NAICS)¹⁴

Ambulatory Health Care Services (NAICS 621):

Industries in this subsector provide health care services to ambulatory patients, and include physicians' offices; mental health practitioners; dentists; optometrists; physical, occupational, and speech therapists; family planning centers; outpatient mental health and substance abuse centers; medical and diagnostic laboratories; and home health care services.

Arts, Entertainment & Recreation (NAICS 71):

This sector includes establishments that are involved in producing, promoting, or participating in live performances, events, or exhibits intended for public viewing; establishments that preserve and exhibit objects and sites of historical, cultural, or educational interest; and establishments that operate facilities or provide services that enable patrons to participate in recreational activities or pursue amusement, hobby, and leisure-time interests.

Child Day Care Services (NAICS 6244): This industry comprises establishments primarily engaged in providing day care of infants or children.

Civic & Social Organizations (NAICS 8134): This industry comprises establishments engaged in promoting the civic and social interests of their members, including alumni associations, ethnic associations, scouting organizations, student clubs, and social senior citizens' associations.

Food, Housing, Emergency & Other Relief Services (NAICS 6242): Food service establishments primarily collect, prepare, and deliver food for the needy. Housing service establishments provide short-term emergency shelter, transitional housing for low-income people, volunteer construction or repair of low-cost housing, or repair of homes for elderly or disabled homeowners. Emergency and other relief service establishments primarily provide food, shelter, clothing, medical relief, resettlement, and counseling to victims of domestic or international disasters or conflicts.

Educational Services (NAICS 611): This industry comprises establishments that provide instruction and training through specialized establishments, such as schools, colleges, universities, and training centers.

Grantmaking & Giving Services (NAICS 8132):

This industry comprises grantmaking foundations and charitable trusts, as well as establishments primarily engaged in raising funds for a range of social welfare activities.

Hospitals (NAICS 622): Industries in this subsector provide medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients. Hospitals may also provide outpatient services as a secondary activity.

Individual & Family Services (NAICS 6241): This industry comprises establishments primarily engaged in providing nonresidential social assistance services for children and youth, such as adoption and foster care, drug prevention, life skills training, and positive social development.

Nursing & Residential Care Facilities (NAICS 623): Industries in this subsector provide residential care combined with either nursing, supervisory, or other types of care as required by the residents. Examples include nursing care facilities, residential mental health facilities, and community care facilities for the elderly.

Religious Organizations (NAICS 8131): This industry comprises churches, religious temples, monasteries, and establishments primarily engaged in administering an organized religion or promoting religious activities.

Social Advocacy Organizations (NAICS 8133): This industry comprises establishments primarily engaged in promoting a particular cause or working for the realization of a specific social or political goal to benefit a broad or specific constituency. These organizations may solicit contributions or offer memberships to support these goals.

Vocational Rehabilitation Services (NAICS 6243): This industry comprises establishments engaged in providing services such as job counseling, job training, and work experience to unemployed and underemployed persons, persons with disabilities, and persons who have a job market disadvantage because of lack of education, job skills, or experience.

¹⁴ Created by Minnesota Council of Nonprofits

NTEE Code Descriptions¹⁵

Arts, Culture, and Humanities: activities include, but are not limited to, arts education, media and communications, visual arts, museums, performing arts, and historical preservation.

Education: activities include, but are not limited to, nonprofit elementary and secondary schools, vocational and technical schools, higher education, adult education, libraries, educational services, and student services.

Environmental and Animal-Related: activities include, but are not limited to, natural resources conservation and protection, pollution abatement and control, horticulture, animal protection and welfare, wildlife preservation, veterinary services, and zoos and aquariums.

Health: activities include, but are not limited to, hospitals, ambulatory health care, rehabilitative care, public health, nursing care, mental health treatment, substance abuse treatment, HMOs, and medical research.

Human Services: activities include, but are not limited to, crime prevention and rehabilitation, abuse prevention, legal services, vocational counseling and rehabilitation, food programs, housing and shelter, disaster preparedness and relief, recreation and sports, youth development, child and youth services, emergency assistance, and centers for specific populations.

International and Foreign Affairs Organizations: activities include, but are not limited to, international relief, human rights, cultural and student exchanges, agricultural and economic development, and migration and refugee issues.

Public and Societal Benefit Organizations: this category includes, but is not limited to, alliance/advocacy organizations, professional societies and associations, and research or public policy analysis organizations.

Philanthropy: this category includes, but is not limited to, corporate, private, operating, and community foundations.

¹⁵ Created by Minnesota Council of Nonprofits with additional descriptions by Donors Forum.

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Donors Forum at a Glance

Donors Forum was founded in 1974 as Donors Forum of Chicago. Long recognized as the “go to” resource on philanthropy and nonprofits in the region, the organization dropped “of Chicago” from its name in 2007 as it broadened its reach to serve the entire state of Illinois.

Valerie S. Lies, a nationally recognized leader in philanthropy, is President and CEO of Donors Forum. She assumed her position in 1987. Her honors include recognition by *The Nonprofit Times* as one of the sector’s “Top 50 Power and Influence Leaders” in the United States.

At the time of publication, some 1,410 individuals and institutions belonged to Donors Forum. This included 213 Members (foundations, corporations, and other funders), 29 Associate Members (professional advisors to funders), and 1,164 Forum Partners (nonprofits, schools, places of worship, government agencies, and consultants). Countless others use Donors Forum’s services.

Some of Donors Forum’s services and products are free; others are available for an affordable fee. Some are only available to Members, Associate Members, or Partners while others are open to the public at large. Individuals and institutions belonging to Donors Forum always receive a discount on products and services. These include:

Networking and Education

Workshops and coaching on subjects such as governance, succession planning, fundraising, and grantmaking.

Peer groups for funders on topics ranging from youth development to the environment to poverty to education.

Events featuring thought leaders in philanthropy and the nonprofit sector.

Information and Knowledge

Research and publication of studies such as the *Illinois Nonprofit Economy Report*, *Individual Giving in Illinois*, and *Foundation Giving in Illinois*.

A unique database, Illinois Funding Source, on grantors in Illinois and grants received by nonprofits in Illinois.

A free Library in Chicago and five Philanthropy Centers—in Chicago Heights, Glen Ellyn, Grayslake, Quincy, and Schaumburg—with resources and tools for nonprofits and funders. These hold the second largest philanthropy collection in the nation. Last year, Donors Forum served more than 1,300 library patrons.

Research assistance on best practices, unlimited prospect research, and much more from Donors Forum’s librarians. Last year, the Library fulfilled 872 research requests.

Newsletters, including *ForumNotes* and *Public Policy Update*, and publications such as *Illinois Nonprofit Principles and Best Practices* and *A Toolkit for Giving*.

A website, www.donorsforum.org, with many free tools and resources for nonprofits and funders.

Leadership and Advocacy

Training and briefings for nonprofits and funders on advocacy, legislation affecting the sector, and the state budget.

The Preserving the Public Trust Initiative, through which Donors Forum promotes ethics, accountability, transparency, and the effectiveness of nonprofits and grantmakers in Illinois.

Close collaboration with the Illinois Attorney General’s Charitable Advisory Council.

Support and coordination for grantmakers and nonprofits in exercising their right to advocate for public policies and in building relationships with elected officials and other policy makers.

Media outreach to explain the value of the sector and to comment on important issues.

To learn more about Donors Forum and the benefits of becoming a Member, Associate Member, or Forum Partner, please visit www.donorsforum.org or call 312-578-0090.

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