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April 26, 2016

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In This Issue

[FEATURES](#)

[LOCAL NEWS](#)

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FEATURES

Half of all fundraisers flee

By Patrick Sullivan, reporter, *The NonProfit Times*

More than half of all chief development officers (CDOs) recently polled served less than two years in their most recent position, according to a study by Campbell & Company. A panel of chief development officers shared how things could and should be during the Association of Fundraising Professionals (AFP) International Conference on Fundraising (ICON).



Marian DeBerry, director of executive search at Chicago, Ill.-based Campbell & Company, asked the three panel members their thoughts on how to prevent high turnover in development. "You really have to make sure you have a CEO with realistic expectations who understands the nonprofit industry," said Amy Franze, executive vice president of field development for the Leukemia and Lymphoma Society.

St. Louis Art Museum Development Director Carl Hamm agreed: "Shared expectations from the beginning are a reason why people leave because there's a breakdown in communication," he said.

According to the Campbell & Company study, titled "CDO Confidential," 75 percent of CDOs and 62 percent of CEOs cited unrealistic expectations as the reasons for high development director turnover. [Read more.](#)



Women should network, mentor, support each other

By Cheryl Truman, reporter, Herald Leader

So you're out of college and got a job. Great!

Here's the first thing you should know, according to women's leadership expert Tiffany Dufu, keynote speaker at Women Leading Kentucky's annual convention on May 5: The office is nothing like school. In school, good results are usually consistently and clearly rewarded.

Workplaces are much trickier, with a different array of forces in play.

"We really need to support young women with understanding the politics of their environment and how to be successful in different ecosystems," Dufu said in a recent telephone interview. "We get to work, and work is a different ecosystem. If you put your head down, achieve really great results at work, it doesn't mean you're going to be promoted." [Read more.](#)



LDS Church urges women to serve refugees

By Marjorie Cortez, reporter, Deseret News

No sooner had the Relief Society general president of The Church of Jesus Christ of Latter-day Saints urged LDS women worldwide to serve refugees, phones starting ringing off the hook at local nonprofit agencies that assist refugees.

"It was pretty much to the minute," Catherine Barnhart, executive director of the English Skills Learning Center, said.

The center provides English instruction and offers other classes to help refugees and immigrants succeed in their new lives in the United States by obtaining citizenship, learning financial management skills or parenting techniques. Most of the classes are taught by trained volunteers.

The nonprofit agencies that help resettle some 1,200 refugees that come to Utah each year reported similar levels of interest. [Read more.](#)

Sponsor's insight

Six questions to find happiness in your job



An expert in leadership development and human behavior, Marshall Goldsmith says we simultaneously need happiness and meaningfulness in our lives in order to be fulfilled.

As nonprofit staff and volunteers, we often have jobs that are meaningful or at least contribute to a worthwhile mission. Happiness requires us to have courage in order to get our own needs met. While we're busy serving others' needs, we often put our own happiness at the bottom of our priorities list or allow others' expectations to define it.

The secret is that only we can define happiness and meaningfulness for ourselves. [Read more.](#)



LOCAL NEWS

People on the move



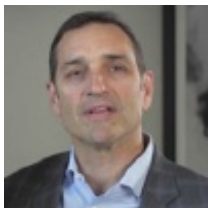
The Alzheimer's Association Greater Indiana Chapter hired **Tracy Desserich**

as director of relationship events and intermediate giving and **Colleen Lawson** as director of the Indianapolis Walk to End Alzheimer's.



Peg Faimon has been appointed dean of the new IU School of Art and Design in the College of Arts and Sciences. She is currently a professor and chair of the

Department of Art at Miami University.



Newt Crenshaw will assume the presidency of the Colorado-based non-denominational Christian youth ministry, Young Life this summer. Crenshaw is

currently the vice president of oncology global business development at Eli Lilly and Co. He also helped establish Young Life in Japan when he worked for Lilly in Kobe.



The American Red Cross has named **Duchess Adjei** public relations executive/communicator of its Indiana Region. She most recently served as manager

of marketing and public relations for Special Olympics Indiana.



Colton Strawser joined the staff of the Community Foundation of Muncie and Delaware County Inc. as a program officer. He earned a Bachelor of Arts degree in

Philanthropic Studies from the Indiana University Lilly Family School of Philanthropy and most recently worked as a statewide consultant for the Youth Philanthropy Initiative of Indiana. — *Inside Indiana Business*



Kallie Sulanke joined the staff of The Community Foundation of Muncie and Delaware County Inc. and was named community engagement officer. She

attended Ball State University where she earned a Bachelor of Arts in Public Relations and her MBA. Sulanke previously worked as communication manager for the workforce board in Marion County. — *Inside Indiana Business*

Announcements

The **Summer Youth Program Fund**, a local and national collaborative that includes 11 partners, will provide over \$2.6 million in grants to 178 Marion County organizations. These grants will fund 223 low- or no-cost summertime programs, activities and experiences for more than 63,000 area children age 4 to 19. Activities include sports, overnight camping, career exploration, youth employment, community service, college access and academic enrichment. In addition, Marion County Commission on Youth, Inc. (MCCOY) was awarded a \$103,500 grant to support youth employment growth opportunities in Central Indiana, along with projects that include youth-service provider trainings, program-quality assessments and National Summer Learning Day activities with the Indiana Fever.

Ivy Tech Community College's Central Indiana region announced the launch of a \$22 million fundraising campaign with \$15.4 million already pledged, including three donations of at least \$3 million each. [Read more.](#)

Marian University has raised \$15 million through several donations that it will use as part of a \$30 million plan to build new facilities on its Indianapolis campus, school officials announced. [Read more.](#)

Coalition of Homelessness Intervention and Prevention (CHIP) announces the release of the Homeless Prevention and Rapid Re-housing Program (HPRP) report. A key finding includes, 87.1 percent of program participants who received homelessness prevention assistance attained permanent housing and 76.5 percent of those who received rapid re-housing assistance attained permanent housing. For complete report: [click here.](#)

Giving Sum selected its annual partner and awarded Peace Learning Center \$20,000 for its One Indy initiative in another IPS school. One Indy is a long-term education initiative led by Peace Learning Center, in partnership with the Dept. of Public Safety and Indianapolis Public Schools, which focuses on bringing its evidenced-based conflict resolution and social-emotional programs to elementary school students, parents and teachers at schools that serve six focus neighborhoods. [Read more.](#)



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Professional development

Third annual caring for the caregiver conference on April 28 from 8:30 a.m. at 502 East Event Centre (502 E. Carmel Drive, Carmel). Presented by Applegate Elder Law and The Voice of Aging, the event will address the many challenges that come with caring for a disabled or aging loved one, and provide guidance, resources and support for caregivers. Proceeds benefit Joy's House. \$45.00. To register [click here.](#)

Launch Cause open house on April 28 from 4:00 -7:00 p.m. To see the co-working space (5724 Birtz Rd.) dedicated to nonprofits, [click here](#).

Planned Giving Group of Indiana (PGGI) on May 5 at 11:30 a.m. at The Willows (6729 E. Westfield Blvd.). "Gifts beyond cash: Where things get interesting" will be presented by John Wilhite, executive director for Real Estate at the IU Foundation. Cost: \$30.00. For more information, [click here](#).

Great Places 2020 neighborhood plans unveiling on May 10 from 4:00 - 6:00 p.m. at James Whitcomb Riley School 43 (150 W. 40th St.). Great Places 2020 is a visionary community development project to transform strategic places in Marion County neighborhoods into dynamic centers of culture, commerce and community. To RSVP, [click here](#).

Improve productivity through wellness affordably! HR peer group on May 19 from 8:30 -10:00 a.m. at Central Indiana Community Foundation (1405 Broad Ripple Ave.). A health workplace culture is a more productive one with less absenteeism. To register, [click here](#).

Let's practice outcomes workshop on May 19 from 9:00 a.m.- noon at Ivy Tech (261 Commerce Dr., Community College Conference Center, Room 102, Marion.) Cost: \$10. Register online at <http://www.invitedtoliveunited.org/workshops> or contact Lesley Devine at ldevine@uwdcin.org or call 765-288-5586, ext. 228.

Seven secret questions to reveal communication styles workshop on May 24 from 11:30 a.m.- 1:00 p.m. at Ball State University Alumni Center (Meeting Room 2, 2800 W. Bethel Ave., Muncie) Cost \$20. [Click here](#) or contact Lesley Devine at ldevine@uwdcin.org or call 765-288-5586 ext. 228.

[BACK TO TOP](#)



Volunteer opportunities

Please send your needs and donations of supplies, equipment, and furniture plus volunteer opportunities and requests to IndyNews@NotforProfitNews.com.

Camp Jameson volunteer orientation on April 28 at 6:00 p.m. at Peace Center at Jameson Camp (2001 Bridgeport Rd.). Please RSVP to carolyn@jamesoncamp.org

The Damien Center's **Dining Out for Life ambassador**. As a volunteer you get to act as a Damien Center representative and volunteer at some of Indy's best restaurants on April 28. Come and volunteer for a great cause, this event is one that you'll really want to sink your teeth into! Six-hour commitment. For more information: Fern Amado at famado@damien.org or 317-632-0123.

International Talent Academy, a Carmel nonprofit, is looking for volunteers for the first **Children's Festival for Arts & Education** that will take place on Sept. 18. Volunteer duties include, educating families about the importance of performing/liberal arts education for child development, giving

children an opportunity to learn and showcase their talents to the community and introduce/promote businesses supporting arts and education in the community. Contact Tatyana Komarova at 317-815-9381 or at Tatyanak13@gmail.com.

Swap

To submit an item, [click here](#).

Donation: HP Ink cartridges (both color and black) available for #940. If you can use these please email Theresa@brookesplace.org.



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TRENDS / RESOURCES

National news



[An unsung retention tool.](#) As companies place greater emphasis on hanging on to their top-performing accounting and finance professionals, there's a highly valuable retention tool that's free — career path discussions.



[A guide to hiring fundraisers.](#) When searching for new fundraisers, organizations should evaluate the strengths and weaknesses of their current staff and determine what areas they need to improve or expand.



[Meet the wellness programs that save companies money.](#) Can wellness programs help employers reduce out-of-control health care costs? The answer, most emphatically, is yes.




[New "Fundraising Bright Spots" report is a treasure trove of insight and inspiration.](#) It shares common approaches of 16 relatively small social change groups, all consistently and uniquely successful at fundraising.

Sponsors' insights

BKD. **[2016 Report on occupational fraud & abuse.](#)** This latest report, which includes data compiled from 2,410 cases of fraud investigated between January 2014 and October 2015, shows that organizations around the world lost an estimated 5 percent of their annual revenues to occupational fraud. As a percentage of 2014 estimated gross world product, this translates to a potential loss of more than \$3.7 trillion.

Alerding CPA Group. **[Which 2015 tax records can you toss once you've filed your return?](#)** Keep tax records for as long as the IRS has the ability to audit your return or assess additional taxes, which generally is three years after you file your return.

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Legal/Administrative

Charitable Allies: nonprofit that provides affordable, experienced nonprofit legal services.

Human resources

Synergy: professional employer organization (PEO), Synergy assumes the risk and liability of employing employees, and administers payroll, benefits and human resources.

FirstPerson: professional advisory firm that creates meaningful work experiences through benefits, HR and wellness solutions.

Technology, software, services

FTM LLC: software advisor to improve organization's financial operations with system implementation, training and support.

Netlink, Inc.: An information technology service provider delivering best practice information, technology guidance, implementation and support in order to contribute to nonprofits' mission and success.

Finance/accounting/bookkeeping

Alerding CPA Group: accounting firm with nonprofit experience provides audits, accounting, tax services, planning and board governance.

BKD: CPAs and advisors offering services in assurance, tax, risk management, technology and forensic to closely-held businesses, nonprofit organizations and individuals.

FTM LLC: works solely with nonprofits on bookkeeping, audit preparation, outsourced controller and CFO services.

VonLehman CPA & Advisory Firm: serves over 300 diverse nonprofit clients by providing expertise in assurance services, accounting, tax, internal controls, OMB compliance, performance improvement, board governance and consulting.

Fund development

The Indiana Philanthropy Alliance: brings back its Directory of Indiana Grantmakers. The searchable, online database, includes profiles for over 1,000 funders of Indiana nonprofits. Pre-order now for early-bird pricing; available at the end of the first quarter.

Johnson, Grossnickle and Associates: Authentic strategic and philanthropic consulting

Banking/asset management

The National Bank of Indianapolis: the bank of choice for nonprofit organizations.

Transition/retirement

Alerding CPA Group: provides board governance, training, consulting and succession planning.

Charitable Advisors: BoardSource-certified governance trainer, support for board-led ED/CEO search process.

Metamorphosis Change

Agents: Specializes in leadership transitions and organizational development for small to mid-sized nonprofits and associations.

Education/training

School of Public and Environmental

Affairs at IUPUI: At SPEA, people learn how to work in government, nonprofit and business roles to make positive changes in their communities, their states, their countries and the world.

Indiana University Lilly Family School

of Philanthropy: Our programs are the first in the nation to focus on philanthropy's history, culture and values. Through traditional or online master's degree programs, gain the knowledge and skills necessary to pursue further graduate study or to enter the field as a nonprofit professional.

The Indiana Association for Community Economic Development (IACED):

supports a network of organizations to build vital communities and resilient families through community building, training, technical assistance and advocacy.

Trine University: The School of Professional Studies is dedicated to serving adult students. Offering bachelor and master degrees with coursework both on-site and online. Accelerated classes start every eight weeks and multiple tuition discounts are available for those who qualify.

Leadership Development

Radiancy Coaching Partners: Leadership coaching and personal development for nonprofit staff, volunteers and board members

firm that offers client-focused, highly-customized solutions. The firm specializes in assisting nonprofit groups with strategic planning, capital campaigns, development audits, feasibility studies and general fundraising counsel.

to help get the right projects done with heart. **Leadership Indianapolis:** develops and mobilizes a robust pipeline of community leaders to address and solve the issues and opportunities facing the growing metro area.



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Real estate

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Get that extra office space leased or that extra building sold by using the new NFP News real estate section to let people know you have extra space, an extra building or even residential property for sale. Photos and a web link may be included to give readers more information. To learn more, contact Julie at Julie@CharitableAdvisors.com



Affordable Near-Southside office space

DOWNTOWN 300 to 10,000 sq. ft. Great location at I-65 and South Keystone Avenue (3530). Five minutes from downtown with easy access to all Indianapolis. Free parking. Many restaurants nearby. Other nonprofits on site. Low rates: \$10 to \$12 per square foot depending on space size. Call Ron at: 317-702-6079.



The Sol Center is the perfect place for your next gathering

Host your next business meeting, board meeting, social gathering or board retreat at the Sol Center, home to Meal on Wheels. Located downtown, its 2,500-square-foot ballroom is handicap accessible and seats 150 people. The space offers such amenities as a state-of-the-art A/V system, dual 10 ft. x 7 ft. ceiling-mounted screens, small stage and podium, a caterer's staging kitchen, coatroom and free-lighted parking. Rental income is used to subsidize meals for our low-income clients. For information, contact Vicki Burdick at 317-252-5558.



Vibrant nonprofit setting

Conveniently located near Butler University, Christian Theological Seminary, and the Indianapolis Museum of Art (42nd and Michigan Rd.) and available to all "nonprofit" organizations representing education, advocacy, faith and social services. Amenities include

special introductory rates, full-service leases, nicely-equipped conference rooms of various sizes, ample free parking, and helpful on-site management. Contact us at 317-923-3617 or iic@indianainterchurch.org.



For emerging nonprofits

Nonprofit co-working office space in historic Lawrence Village near Fort Harrison State Park. The co-working space, 6,800 sq. ft., is fully furnished and includes WiFi, elevator access and parking and is offered by Launch Cause. The nonprofit is dedicated to helping emerging nonprofit organizations. Multiple

leasing options are available and space scholarships. [Learn more.](#)



Westside church for sale

1402 N. Belleview Place, asking price is **\$700,000**. Spacious three-level church (18,900 square feet) with 600-seat sanctuary capacity; lower-level fellowship hall; beautiful stained glass windows; heated baptism pool; commercial kitchen. Plenty of options for office and classroom space. Great location for community outreach; located five minutes from downtown on a bus line. Facility has been approved for childcare ministry

operation as well. For more information, please call the church office at 317-635-1942.



Located on the IUPUI campus

A full-service commercial office building with a total of approximately 9,400 rentable square feet located on the third floor. The space has two individual suites - one approximately 1,900 square feet and the second 7,400 rentable square feet. Close to Indianapolis downtown retail and dining facilities, just off Indiana Avenue and West Street. Parking near the offices. Space is available for tenant occupancy. For more detailed information, please contact Thomas M. Popcheff at

tomp@stti.org or 317-634-8171.



JOBS

This week's jobs

PLACE A JOB AD

To view all jobs, visit the [Not-for-profit News jobs' board](#).

Job ad special of \$77 for Intern/Americorps posts through April. Please send ad copy to Kristen at ads@charitableadvisors.com. Deadline is Sunday evenings for Tuesday's newsletters.

EXECUTIVE

Executive Director - Community Health Clinic, Inc. (CHC). The Community Health Clinic, Inc. (CHC) is a 501(c)(3) non-profit healthcare facility that provides excellent and affordable medical care consistent with the...[more](#)

Vice President, Goodwill Education Initiatives - Goodwill of Central Indiana, Inc. The Vice President of Goodwill Education Initiatives (VP) determines strategy and direction for all of Goodwill's education-related activities. This position oversees...[more](#)

FUND DEVELOPMENT

Development Assistant - Indianapolis Symphony Orchestra. The Development Assistant provides a variety of administrative support duties for the Development department of the Indianapolis Symphony Orchestra and the...[more](#)

Director of Development & Corporate Relations - The Julian Center. The Julian Center, a domestic violence shelter and Family Justice Center, is seeking a full-time Director of Development & Corporate Relations to represent...[more](#)

Major Gifts Officer - Wabash College. The Major Gifts Officer is part of the Wabash College Advancement Office and is central to helping enhance the College's great tradition and culture of...[more](#)

Business Development Director - Morgan County Economic Development Corp. Morgan County Economic Development Corp. is a 501(c)6 nonprofit focused on the facilitation of investment that leads to long-term community prosperity...[more](#)

Fund Development and Community Engagement Director - Indiana Latino Institute. This position is responsible for working with the President/CEO and Board of Directors for planning, coordinating and executing all aspects of fund...[more](#)

Director of Development, Krannert School of Management - Purdue Research Foundation. The Purdue Research Foundation, University Development Office, has an opening for a Director of Development in the Krannert School of Management...[more](#)

PROGRAMS

Assistant Youth Educator - Forest Manor Multi-Service Center. Forest Manor Summer Camp is seeking dedicated and enthusiastic individuals to be part of the summer staff. Candidates should be able to help create and nurture...[more](#)

Lead Youth Educator - Forest Manor Multi-Service Center. Forest Manor Summer Camp is an 8 week program, Monday-Friday 7am-6pm. We are academic based in the morning and recreational in the afternoon to ...[more](#)

Protective Order Advocate - Prevail, Inc. Prevail, Inc. provides crisis intervention and restorative support services for adult, adolescent and child survivors of crime and abuse to residents of



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Adult Advocate - Prevail, Inc. Prevail, Inc. provides crisis intervention and restorative support services for adult, adolescent and child survivors of crime and abuse to residents of Hamilton and...[more](#)

2nd and 3rd Shift Advocate Positions - Sheltering Wings Center for Women. The Advocates supervise the daily operations and overall structure of the residential component of the shelter within these major components: interaction...[more](#)

LILY Program Coordinator - La Plaza, Inc. Responsible for managing the LILY program and providing a safe, educationally stimulating and nurturing environment for participants. This position requires nine...[more](#)

Summer Discovery Program Coordinator - La Plaza, Inc. Responsible for managing the Summer Discovery program and providing a safe, educationally stimulating and nurturing environment for participants. This position...[more](#)

Senior Program Director - Indiana Latino Institute. The Senior Program Director will be responsible for the planning, coordination, implementation and oversight of all programming provided by ILI through our...[more](#)

Professional Services Coordinator - Indiana Donor Network. As a Professional Services Coordinator you'll be responsible for developing and maintaining hospital and physician services and educational programs within a...[more](#)

Traumatic Brain Injury Resource Facilitator - PACE, Inc. PACE, Inc. is a not-for-profit organization that has been providing re-entry services in the community for more than 50 years. Our primary goal is to assist...[more](#)

Director of Programs - School on Wheels. The Director of Programs for School on Wheels oversees all aspects of programs including managing program staff, establishing goals and outcomes and...[more](#)

Assistant Director - Circle City Clubhouse. Circle City Clubhouse is hiring an Assistant Director to provide clinical and program supervision for a Clubhouse model psycho-social rehabilitation located...[more](#)

INTERNSHIP/VISTAS

AmeriCorps Members - Early Learning Indiana. Early Learning Indiana is seeking individuals to become AmeriCorps members at several sites around the state of Indiana. As an AmeriCorps member, you will be...[more](#)

[BACK TO TOP](#)



Last week's jobs

FUND DEVELOPMENT

Grants Officer, Development-Fundraising Department - Planned Parenthood of IN & KY (PPINK). Planned Parenthood of IN & KY (PPINK) currently has an opening for a Grants Officer for our Development-Fundraising Department. This is a Full Time...[more](#)

Assistant Director of Fund Development - Tindley Accelerated Schools. The mission of the Tindley Accelerated Schools is to empower its students - regardless of their past academic performance - to become successful...[more](#)

Divisional Grants and Research Specialist - Salvation Army. The Divisional Grants and Research Specialist is responsible for conducting research on grant opportunities and donor prospects; writing, editing and...[more](#)

Vice President of Development - Girls Incorporated® of Greater Indianapolis. Participate in the leadership team of the organization with specific responsibility for Development and PR strategy and implementation...[more](#)

Advancement Director - Goodwill Industries of Central Indiana, Inc. The Advancement Director (hereafter "Director") is responsible for the development and success of donor engagement within the Office of Community...[more](#)

MARKETING/COMMUNICATIONS

Director of Marketing and Communications - Indianapolis Neighborhood Housing Partnership. The Indianapolis Neighborhood Housing Partnership (INHP) currently is recruiting for the position of Director, Marketing and Communications. This...[more](#)

Assistant Director of Arts, Nonprofit Management, & Communications - University of Indianapolis. The assistant director of Art, Nonprofit Management, and Communications will be responsible for maximizing student integration with faculty, staff, and...[more](#)

FINANCE

Controller - Edna Martin Christian Center. EMCC has been growing steadily and is now seeking a full-time Controller to manage and develop its growth. The Board of Directors and Chief Executive...[more](#)

ADMINISTRATIVE/DATA

Administrative Assistant - MLJ Adoptions International. MLJ Adoptions International is seeking an individual who is highly-motivated, detail-oriented, friendly and passionate about orphan care to fill the full...[more](#)

Philanthropy Data Analyst - Girl Scouts of Central Indiana. The focus of this job is on producing high quality, detailed work based on established standards, guidelines and procedures. The position will focus...[more](#)

Executive Assistant/Board Relations Coordinator, Database support (part-time) - International Center. This position is responsible for providing support for effective maintenance of relationships between The International Center and various key stakeholder...[more](#)

PROGRAMS

Enrollment Specialist - Big Brothers Big Sisters of Central Indiana. Enrollment Specialist manages communication and intake of new volunteer applicants from point of inquiry to interview; providing timely and high quality...[more](#)

Care Team Nurse-LPN - Open Door Health Services. Provides professional nursing care for clinic patients following established standards, practices, and protocols...[more](#)

Direct Care Lead Ally (Program Manager) - Autism Society of Indiana. The Autism Society of Indiana (ASI) is looking for a Direct Care Lead Ally to oversee and manage all aspects of ASI's Direct Care Program that provides both...[more](#)

INTERNSHIP/VISTAS

AmeriCorps VISTA positions - Indy Hunger Network. Want to help grow and strengthen the hunger-relief system in Indianapolis? Indy Hunger Network sponsors several AmeriCorps VISTA positions to build...[more](#)

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Not-for-profit News serves as a champion for the nonprofit sector by publishing good news and sharing educational resources to inform the field. We feature new nonprofit job postings each week to attract capable people to the sector.

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