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Charitable Advisors

# Not-for-profit News

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## In This Issue

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## FEATURES

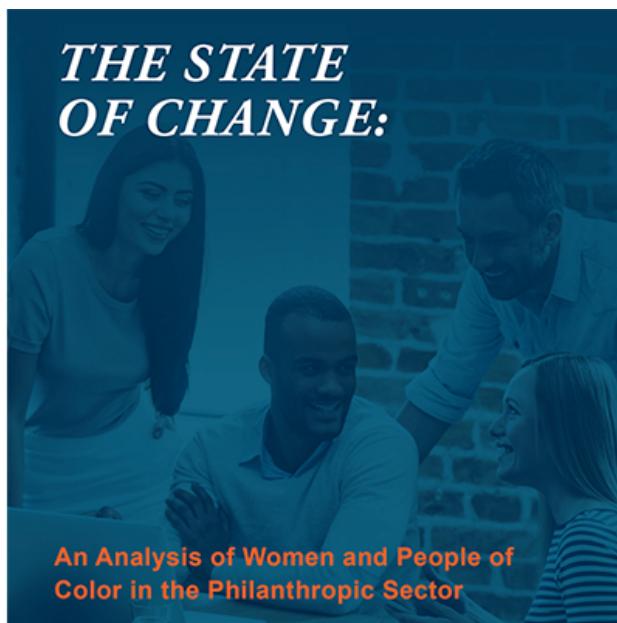
# Little progress on staff, executive diversity

By Mark Hrywna, senior editor, NonProfit Times

Representation of women and minorities at philanthropic organizations is essentially unchanged over the last decade and actually decreases from the administrative level to the executive staff, although data show some improvements in diversity at the largest foundations.

"The State of Change: An Analysis of Women and People of Color in the Philanthropic Sector," released recently by the Council on Foundations (CoF) aims to spark a dialogue about what works and what can be done to make progress in advancing diversity, equity and inclusion. Women have represented the majority of the philanthropic workforce for several years yet there remains a lack of proportional representation of women to men in leadership positions when compared to other levels within participant organizations.

"Our report raises important questions about why there hasn't been more change in the diversity of our institutions in recent years, despite the steps taken to create a more diverse and inclusive philanthropic sector," CoF President and CEO Vikkie Spruill. "The retention and development of a diverse talent pool is critically important as the demographics of our nation continue to change," she said. [Read more.](#)





## Why diversity, inclusion, and equity matter for nonprofits

*By National Council of Nonprofits*

The perspective that diversity, inclusion, and equity are important values for nonprofits to hold up and promote, as well as live out in their own operations, seems so basic. Yet, as many can attest, these concepts are not necessarily easy to integrate into a nonprofit's day-to-day operations.

Identifying how to build the core values of diversity, inclusion, and equity into your nonprofit's operations can be challenging. The National Council of Nonprofits asked leaders in our state association network to help us gather resources that any nonprofit can use to start the process of determining how it will respond to calls for every one of us to examine our own biases and adopt practices, throughout our nonprofits, that promote diversity, inclusion, and equity for all.

Embracing diversity, inclusion, and equity as organizational values is a way to intentionally make space for positive outcomes to flourish. For some organizations, the moral imperative of equity may be enough to spur action. Others may be moved by data showing that diversity can boost the quality of decision-making and that a diverse workplace can encourage people to be "more creative, more diligent, and harder-working." [Read more.](#)



## 150 executives commit to fostering diversity and inclusion

*By Elizabeth Olson, reporter, The New York Times*

Tim Ryan had been the United States chairman of PricewaterhouseCoopers for about a week last year when five police officers in Dallas were killed by a sniper during a protest over police shootings of African-Americans in Minnesota and Louisiana.

A company email to reassure the accounting firm's employees drew a response that stayed with Mr. Ryan.

"The sender wrote that when he came to work, the silence about what happened was deafening," Mr. Ryan recalled in an interview. "I knew this was something that hit on our leadership."

Less than three weeks later, thousands of employees sat down for a daylong discussion on race, he said.

It was a risky step, Mr. Ryan said, "because people have different views and often it's the case that we don't openly address these topics in the workplace, even though that's where we spend the majority of our time."

[Read more.](#)

## Sponsor's insight

## Nine best practices to steer nonprofit technology



By Robert Ramsay, CPA, CISA, CITP, CCSFP, Barnes Dennig

Working with nonprofit leaders on a regular basis, the questions I get from the executive directors and C-suite personnel typically revolve around, "How deep in the details do I need to be for my organization?"

While the answer to this question varies greatly, there are a few tips I provide to help leaders sort this out. The following is a brief overview of current key topics, and offers guidelines for steering technology dealing with security, staffing, outsourcing, strategic planning, cloud computing, online banking and finding board members from the technology sector.

**Barnes Dennig is offering a free educational seminar covering these topics and more on Sept. 13th.**

Ford Salon at Robertson Hall, Butler University (4600 Sunset Ave.). Registration and breakfast at 7:30 a.m., presentation and discussion from 8 to 10 a.m. [Let us know if you are interested](#) in attending and we'll send you more information.

### Ransomware:

Data security may be the most difficult and fastest changing element of technology to keep up with today (There are many interesting discussions about the "singularity," and when robots will take over, but practically speaking, data security is the issue of the day). The most common data security risk is Ransomware, the malware that encrypts your information and demands a ransom to return your data. [Read more.](#)



## LOCAL NEWS

### People on the move



Downtown Indy Inc. has named **Christy Gelback-Diaz** accounting manager. She previously worked for Ivy Tech Community College as staff accountant of cash management and financial. —

*Inside Indiana Business*



Indiana Humanities has promoted **Kristen Fuhs Wells** to vice president. She previously served as director of communications and development and has been with the nonprofit since

January 2009.



Indiana Humanities has promoted **Tom Streit** as multimedia manager as events and communications associate. Streit will oversee the organization's presence online and create graphics, shoot photography and direct the video strategy.

Indiana Humanities hired **Claire Mauschbaugh** as events and communications associate. She



Jewish Federation of Greater Indianapolis promoted **Margo Fox** to senior director, engagement, responsible for strengthening the Jewish community by establishing strategic direction and implementation in the area of Jewish engagement.



The University of Southern Indiana has hired **Belle Cowden** as executive director of online learning. She previously served as director of continuing and distance education at the University of Northern Iowa.



The Boone County Economic Development Corp. has appointed **Megan Swain** director of community development. She previously held sales and customer service positions with Coca-Cola Co. and the Indianapolis Colts.

The University of Notre Dame has appointed **Clemens Sedmak** professor of social ethics in



is a former Indiana Humanities intern and recent Butler University graduate with a degree in human communication and organizational leadership. — *Inside Indiana Business*



Phi Kappa Psi is pleased to announce the appointment of **Beth Headrick** as director of communications. She is currently pursuing a Masters of Science degree in communications management

at Syracuse University.



Phi Kappa Psi is pleased to announce the appointment of **Ben Ely** as marketing and communications manager. Ely who holds a Master's degree in emerging media and communications from the

University of Texas at Dallas most recently served as a sports information director at Indiana University-Purdue University Indianapolis (IUPUI).



Jewish Federation of Greater Indianapolis has promoted **Stephanie Dlatt** to campaign associate. She will assist in planning and coordinating fundraising and other outreach programs and events.



Jewish Federation of Greater Indianapolis has promoted **Irina Brodskiy** to campaign operations manager, responsible for day-to-day operations of the community campaign and database

management. She has been at the Federation since 2009.



Jewish Federation of Greater Indianapolis has promoted **Michael Skolnick** to senior director of development, responsible for leading the Annual Campaign. Skolnick currently serves on the Board

of Directors of CANDLES Holocaust Museum.



the Keough School of Global Affairs. He also holds an appointment in the university's Center for Social Concerns. — *Inside Indiana Business*



Indiana University has appointed **Samuel Adams** associate

vice president for budget and planning. He most recently served as associate chief financial officer and director of finance at the IU School of Medicine. — *Inside Indiana Business*



Central Indiana Community Foundation has named **Brittany Rayburn** development director for Legacy Fund, the CICF affiliate serving Hamilton County. Prior to this new role,

Rayburn served as a part of CICF's community investment team where her portfolio included food insecurity, nutrition, health care and scholarships. — *Inside Indiana Business*



**Clayton De Fur** has been appointed community investment officer with focus areas as including arts and culture, environment, animal welfare and health. He recently received a master's

degree in public affairs from Indiana University with a focus on nonprofit management.



**Laurie Burns** has been promoted to community collaborations and impact analyst and will specialize in data impact and analysis for the community investment team at CICF. Burns has been

with the foundation since 2015.

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## Sponsor's insight



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### Leaders: Do you know what is on your organization's horizon?

*By Sara M. Johnson, FACHE director, executive education, IU School of Public and Environmental Affairs at IUPUI*

While relaxing on a recent cruise to Cuba, I started thinking about leadership (I know...I can't help it). Ever an observer and student of leadership and organizational culture I was struck by lessons that can be learned on both land and sea.

As we left the port on the cruise ship, I positioned myself on the top deck to watch our departure. As we worked our way to the Skyway Bridge at the edge of Tampa Bay, I noticed the ship turning subtly left and right within a path of lighted buoys. Slowly, the ship would veer left, then right, threading its way through the Bay as we headed out to sea. There was great attention to direction and the required turns that led out safely out to the Gulf. The narrow passage under the bridge also required a precise positioning by the captain in order to prevent the cruise ship from hitting the bridge supports. This seemed a strategic process to ensure the safety of the ship and its passengers. Though it may have been something the captain did all the time, it was strategic, subtle and purposeful. I doubt I would have known it was happening had I not been on the deck observing his path.

On land, I mindlessly travel the same route to work most of the time. I know where the potholes are, the lane changes, and the bottlenecks. I know the best time of day to leave the house to avoid the most traffic. It is easy to drive through traffic without really thinking about what I am doing. Some days I arrive at work, hardly remembering the trip. [Read more.](#)

## Announcements

**EmployIndy** and **Public Allies Indianapolis** each has received an "Opportunity for All" grant from The Starbucks Foundation. Employ Indy's grant is \$40,000 and Public Allies Indianapolis received a \$30,000 grant. The Opportunity for All initiative builds on The Starbucks Foundation's long history of investing in organizations that create job and education opportunities. [Read more.](#)

**The International Center** in Indianapolis is in the early stages of expanding its presence in the state's second-largest city, Fort Wayne. The organization is in discussions with stakeholders to assess its needs. [Read more.](#)

**Arts for Learning** received a \$24,300 grant from The Glick Fund, a fund of the Central Indiana Community Foundation. This grant will support Arts for Learning's Collaboration of the Generations program in Far Eastside neighborhoods.

The **National Science Foundation** has awarded a three-year, \$1.1 million grant to a group of researchers from Indiana University and Purdue University studying engagement in STEM activities in middle school science and math classes. The goal of the study is to help teachers design better ways to engage their students and help them learn. [Read more.](#)

A study commissioned by **Conner Prairie** Interactive History Park in Fishers by Kentucky-based Certec Inc. suggests that it generated a \$39.1 million economic impact in 2016. [Read more.](#)

**Hope Academy**, a tuition-free, public charter high school in Indianapolis for teens in recovery from drug and alcohol addiction, is still accepting students for the 2017-18 school year. Call 317-572-9382 or [click here](#) to learn more.



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## Professional development

**FASB accounting standards update** webinar on Aug. 25 from noon to 1 p.m. (PST). Learn how to begin preparing now for these changes. Cost: free. To register: [click here.](#)

**Maximize online donations** webinar on Aug. 29 webinar from 11 a.m. to 12:30 p.m. (PST). Join us for a practical, tactical workshop focused on sharing the tips, tools, and how-to steps for success your nonprofit needs to know to make the most of your digital presence. Cost: free. To register: [click here.](#)

**Comprehensive rural development** on Sept. 13 to 14 from 9:00 a.m.- 4:00 p.m. at JCC (6701 Hoover Rd.). Learn from practitioners and experts from around the state about strategies, tools, and approaches to development in small and rural communities. Cost: \$50 Prosperity Indiana Member/ \$100 non-members. To register: [click here.](#)

**HR Nonprofit peer group** on Sept. 21 from 8:30 -10:00 a.m. at the Speak Easy (49 S. Meridian St.). Time management and productivity often seem impossible with a nonprofit workload -- and seem to take us away from the very people we want to serve. Come learn from Stefanie Krievins who shares a new way to think about productivity and how it paradoxically leaves you more time to strengthen relationships and more likely to reach your goals. To register: [click here.](#)

Complete three written stories that are ready to share with stakeholders at **Capture compelling success stories** group consulting on Sept. 27. Participants will also take home the requisite skills to replicate the process for coming needs. Cost: \$695. FMI: [click here.](#)

Draft a 1,000 day funding plan and have a visual presentation tool at the completion of **Create a donor engagement tool to launch your major gift effort** group consulting starting on Sept. 29. Participants will also take home the requisite skills that apply to marketing, funding and leadership. Series of three sessions. Cost: \$695. FMI: [click here.](#)

**How to serve on a nonprofit board** on Sept. 29 at 11:30 a.m. to 1 p.m. (lunch and networking reception begins at 11:30 a.m. which is optional) at Eli Lilly and Company (893 S. Delaware St.). You have a great skill set - now put it to work to better your community! Whether you're an expert in marketing, human resources, sales or accounting, there is a nonprofit out there that needs your expertise. How can you get involved? By serving on their board! Cost: \$15. To register: [click here.](#)

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## Volunteer opportunities

To submit a volunteer request, [click here.](#)

**Big Brother Big Sister** is looking for people eager to positively impact a child and improve their community at the same time. For a few hours, a couple times a month, volunteers can give a "Little" the invaluable gift of friendship and help improve his/her life for the better. Four-hour monthly commitment. [Learn more.](#)

The **Oasis tutor** needs volunteer tutors for grades 1-3 students. One-on-one reading tutoring for 30 minutes twice a week throughout the school year. No experience necessary. The tutor will have training and support from experienced educators. 30-hour commitment. For more information, contact Joyce Buntin at [jbuntin@oasisnet.org](mailto:jbuntin@oasisnet.org) or 317-396-3751.

**UWCI's ReadUP** program needs volunteers to read with two third graders individually for 30 minutes. One-hour commitment weekly. Volunteers can partner and commit to alternate weeks. ReadUP times vary by school. [Learn more.](#)

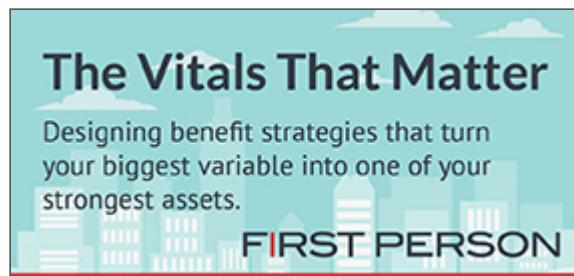
**Kids' Voice of Indiana** needs volunteers for the Carmel Run (317) on Aug. 31 at 5:00 p.m. in Carmel Arts and Design District. Volunteers will handout race packets, monitor the course, check IDs and wristbands, water stations and serve beer after the race. Three-hour commitment. To register: [click here.](#)

**Bike MS** is Sept. 9 at Boone County 4-H Fairgrounds in Lebanon. Individuals and groups can volunteer on-site or for rest stops along the 25-, 50-, 80- and 100-mile routes. Shifts are available or join us for the whole day. Four-hour commitment. For more information, visit [www.bikeMSIndiana.org](http://www.bikeMSIndiana.org). To register: contact Tricia Bishop at [tricia.bishop@nmss.org](mailto:tricia.bishop@nmss.org) or 317-870-2501.

## Swap

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

**DONATION:** Up with People has 100 visitors from 20 different countries coming to the Central Indiana area to work with local youth. The organization needs food donations for daily lunches. Please contact Lieke at [lvandenberg@upwithpeople.org](mailto:lvandenberg@upwithpeople.org) or 303-885-7521.



## National news



[How nonprofit executive search is changing, and what your organization needs to do now.](#)



[Three stages in a nonprofit board's lifecycle.](#)  
Boards are not static; they change and evolve

With increased competition for mission-driven talent, nonprofits are finding their leadership positions left vacant for longer as a result. Learn more about steps to take.



**The best leaders share this trait.** One simple fact that leaders ignore resulting in their peril is that those who demonstrate high levels of "interpersonal warmth" have a better chance at long-term success.

as their organizations change and grow. This new resource shares three nonprofit board types -- organizing/founding, governing and institutional board.



**Four strategies for cultivating strong leaders internally.** Building a sustainable leadership team requires an ongoing investment in an organization's own human resources, and careful consideration of the talent it needs in the future.

## Sponsors' insights

Aly Sterling Philanthropy. [How to write a major gift officer job description.](#) Four must-know tips. It is imperative that your major gift officer job description be clear, structured and attention-grabbing to make sure your nonprofit only interviews the top percentage of prime applicants.

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### 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

### 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

**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, bookkeeping, planning and board governance.

**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.

**Barnes Dennig:** full-service accounting, tax and advisory firm that has expertise in assurance, internal controls, international tax and other disciplines with an eye to providing specialized insight for nonprofit leaders.

**OneAmerica:** Indianapolis-based financial services company, specializing in employee benefits, life insurance and helping nonprofits optimize retirement plans.

### Fund development

**Aly Sterling Philanthropy:** is a full-service consulting firm specializing in building sustainable solutions for nonprofits. We provide fundraising, board governance, strategic planning and executive search services to organizations of all shapes and sizes.

**Johnson, Grossnickle and Associates:** Authentic strategic and philanthropic consulting 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.

### Fundraising & Board Governance Counsel

**Loring, Sternberg & Associates:** fundraising and management consulting firm offering a variety of services designed to increase the efficiency, effectiveness and fundraising capacity of nonprofit organizations, including interim development staffing and development audits.

ED/CEO search process.

### Education/training

#### School of Public and Environmental Affairs at IUPUI

**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

**of Philanthropy:** Our programs are the first in the nation to focus on philanthropy's history, culture and values. Additionally, they prepare graduates for leadership roles and deeper, more thoughtful and engaged practice in the nonprofit sector. Our master's program offers three ways to earn a degree: online, executive and on campus.

**Prosperity Indiana:** supports a network of organizations to build vital communities and resilient families by serving as an advocate, capacity builder, funder, community builder and connector.

### Leadership Development

**Leadership Indianapolis:** develops and mobilizes a robust pipeline of community leaders to address and solve the issues and opportunities facing the growing metro area.

### Legal/Administrative

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

### Experience Design

**SmallBox:** SmallBox is a creative agency that designs distinct brands, provides transformational learning experiences, and helps clients identify and solve complex problems.

### Talent Search / Recruiting

**Talbott Search:** The Nonprofit Experts for recruiting, interim support and consulting. We know nonprofits. That's all we do.

### Board Management

**Boardable:** Indianapolis-based software company that provides nonprofit boards with a tool to manage board business.

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## Real estate

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### Meeting and event space for rent

Let nonprofits know your space is available to rent for meetings and events in the NFP News event-space rentals. Photo of the space and a web link may be included to give readers more information. Quarterly ads are just \$100 per month. To learn more, contact Julie Struble at [Julie@CharitableAdvisors.com](mailto:Julie@CharitableAdvisors.com).



### Celebrate the summer by hosting your next event at the Sol Center!

The Sol Center, home to Meals on Wheels, is the perfect place for summer parties and receptions. Rental income is used to subsidize meals for low-income clients, so you can take joy in the fact that your event will have a direct, positive impact on many homebound Hoosiers. Also consider renting the space for a business meeting, company training or social gathering.

Located downtown, the 2,500-square-foot ballroom is handicap accessible and seats 150 people. The space offers amenities like 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. For information, contact Jessica Carter at [jcarter@mealsonwheelsindy.org](mailto:jcarter@mealsonwheelsindy.org).

### Office space for lease/sale

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](mailto:Julie@CharitableAdvisors.com)



### Introducing the new Key Consumer community room

Tired of paying outrageous hotel rates for a training/meeting room? This newly-remodeled, fully-equipped training facility is just north of 46th Street off of Keystone Avenue in Indianapolis (4755 Kingsway Dr., 3rd floor (often referred to as the CICOA bldg.) and has plenty of free parking.

#### Two rooms are available for rental.

- Space #1: seats 25 participants (20 is optimal) and has an overhead AV system and ceiling-mounted screen. The cost is \$75 a day.
- Space #2: boardroom, which comfortably holds 10. The cost is \$35 a day.

Both spaces have access to kitchen/break room with tables/seating, refrigerator and microwave. Rental income supports KEY's mental health advocacy and education efforts. For information, contact Barbara Crane at [barbaracrane@keyconsumer.org](mailto:barbaracrane@keyconsumer.org) or 317-550-0008.

### 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.



## Collaborate in this high-energy, nonprofit office building

Current tenants represent education, environmental groups, faith and social services nonprofits. Conveniently located near Butler University, Christian Theological Seminary and the Indianapolis Museum of Art (42nd and Michigan Rd.). Amenities include special introductory rates, full-service leases, nicely-equipped conference rooms of various sizes, ample free parking and helpful on-site management. Contact

317-923-3617 or [iic@indianainterchurch.org](mailto:iic@indianainterchurch.org) for more information.



## KDP headquarters: convenient and hospitable

Consider Kappa Delta Pi Headquarters for your next event. It is conveniently located on the Northwest side of Indianapolis near the Pyramids (I-465 and Michigan Road). Rental of KDP's facility comes with free on-site parking, use of a small kitchen, freedom to use the caterer of your choice, wireless Internet, presentation hardware, and capacity for small and large groups. The executive conference room is perfect for board meetings or small work groups (up to 10), while the

large conference room is perfect for holiday parties, staff gatherings (up to 80 depending on set-up), presentations, breakout sessions and more. [Learn more on KDP's website.](#)

[MySynergy.com](http://MySynergy.com)

⚙️ JOBS

## Charitable Advisors featured job posting

### President & CEO - Right Steps Child Development Centers (Lafayette, IN).

Since 1969, Right Steps has been supporting young children and their families by providing high quality early care and education. Right Steps provides programs to more than 300

children each day at five local sites plus supports in-home childcare providers across twelve surrounding counties. 100 full and part-time staff and budget of more than \$4.8 mil. Well regarded, financially stable organization with a strong staff team. All centers accredited at Paths to Quality - Level 4. Lafayette offers a thriving community with the amenities of world-class Purdue University within an easy drive to Indianapolis or Chicago. Great schools and a low cost of living....[more](#)

# This week's jobs

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

[PLACE A JOB AD](#)

## FUND DEVELOPMENT

**Marketing & Development Coordinator (part-time) - Dove Recovery House for Women.** Dove Recovery House is committed to empowering women to become substance free, self-sufficient and healthy by providing quality programming...[more](#)

## ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

**Store Manager - Global Gifts.** Join the fair trade movement! Global Gifts is hiring a full-time Store Manager for one of our Indianapolis locations. Global Gifts, a 501(c)(3) nonprofit, has...[more](#)

**Assistant Program Coordinator - Partnership for a Healthy Hamilton County.** The Partnership for a Healthy Hamilton County in conjunction with Smoke free Hamilton County is seeking to hire a full-time Assistant Program Coordinator ...[more](#)

## PROGRAMS

**Program Manager-Supportive Housing - Indiana Housing and Community Development Authority (IHCDA).** The IHCDA is a quasi-agency of the State of Indiana and is committed to serving the entire spectrum of housing, from homelessness to ...[more](#)

**Care Services Coordinator (Full Time or Part Time) - The ALS Association Indiana Chapter.** The Care Services Coordinator assists those diagnosed with Amyotrophic Lateral Sclerosis (ALS) and their caregivers in attaining their maximum ...[more](#)

**JAG Specialist, Shelbyville High School - Interlocal Association.** It is the responsibility of the JAG Specialist to provide relevant and challenging classroom and work-based learning experiences for 40 participants who are ...[more](#)

**Youth Director (Part-time) - Mount Carmel Baptist Church.** The Youth Director leads ministry and programming catered to children & youth, infant to 17yrs. The Youth Director will engage parents and youth to ...[more](#)

**Central Indiana Outreach Manager - Indiana Youth Institute.** A dynamic, statewide nonprofit is recruiting a strong communicator with exceptional people skills to represent our organization in a region that covers ...[more](#)

**Community Advocate - The Julian Center.** The Julian Center, a domestic violence shelter and Family Justice Center, is seeking a full-time Community Advocate responsible for providing crisis ...[more](#)

**Legal Services Coordinator - The Julian Center.** The Julian Center, a domestic violence shelter and Family Justice Center, is seeking a full-time Legal Services Coordinator to oversee and coordinate legal ...[more](#)

## MARKETING/COMMUNICATIONS/EVENTS

**Member Services and Professional Development Coordinator - National Chimney Sweep Guild and the Chimney Safety Institute of America.** The Chimney Safety Institute of America (CSIA) and

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the National Chimney Sweep Guild are looking for a motivated individual to serve as the Member ...[more](#)

**Communications Manager, Mission Services - Goodwill of Central and Southern Indiana.** The Communications Manager is responsible for developing and implementing communications plans and activities in support of Goodwill's ...[more](#)

**Director of Communications and Marketing - Chimney Safety Institute of America.** The Chimney Safety Institute of America (CSIA) a 501(c)3 educational non-profit seeks a motivated, collaborative marketing professional to join our team....[more](#)

**Volunteer and Events Coordinator - Children's Bureau, Inc.** The position reports to the Vice President of Communications & Development and works closely with the development team, including the director of ...[more](#)

### AMERICORP/VISTAS

**AmeriCorps Member - Greater Indianapolis Habitat for Humanity.** Greater Indianapolis Habitat for Humanity are seeing 4 AmeriCorps members who will serve as construction assistants for one year. In the spring, ...[more](#)

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## Last week's jobs

### EXECUTIVE

**Executive Director - Hamilton County Leadership Academy (HCLA).** Learn, connect and lead with us! The Hamilton County Leadership Academy (HCLA) is seeking a passionate and innovative Executive Director to take us to...[more](#)

**President and CEO - The Damien Center.** Seeking an experienced leader to provide motivation, purpose and direction to a staff of approximately 50 talented professionals, a collaborative Board, dedicated...[more](#)

### FUND DEVELOPMENT

**Development Officer - Raphael Health Center.** Raphael Health Center is a unique, faith-based federally qualified health center nestled in the heart of the near north side of Indianapolis. We are entering our...[more](#)

**Director of Development - Joy's House.** The Director of Development will manage and oversee multiple functions of the development operations including an annual integrated fundraising campaign...[more](#)

**Vice President of Advancement - White's Residential and Family Services.** White's Residential and Family Services, a Christ-Centered non-profit organization, is seeking a Vice President of Advancement to broaden its...[more](#)  
<https://charitableadvisors.hirecentric.com/jobs/123707.html>

**Director Grant Operations - Ivy Tech Community College.** Under direction of the Executive Director of the Ivy Tech Grants Office, lead grant operation functions in support of the statewide systems office, schools, and...[more](#)

**Regional Development Officer - Indiana University School of Medicine-Fort Wayne Campus.** The Office of Gift Development seeks a talented fundraiser who has a passion for connecting alumni, emeriti faculty and friends of the Indiana University School...[more](#)

**Senior Associate Director for Major Gifts - Indiana University School of Medicine.** The Office of Gift Development seeks a talented fundraiser who has a passion for connecting alumni, emeriti faculty and friends of the Indiana University School...[more](#)

**Development Specialist - Little Red Door Cancer Agency.** The Development Specialist is charged with the responsibility of managing activities related to the analysis, planning, execution, and evaluation of...[more](#)

## ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

**Association Director of Alumni Engagement - Lambda Chi Alpha Fraternity.** Lambda Chi Alpha Fraternity is seeking an associate director of alumni engagement to support the training and development of alumni serving in...[more](#)

**Membership & Marketing Assistant - Indiana Park & Recreation Association - Noblesville.** The Indiana Park and Recreation Association (IPRA) is a professional association representing over 1,000 parks and recreation professionals...[more](#)

**Process Improvement and Compliance Specialist - Indiana Donor Network.** The Process Improvement and Compliance Specialist is an opportunity for a quality-driven professional to drive our internal auditing program at Indiana Donor...[more](#)

## FINANCE

**Chief Financial Officer - Indiana State Museum and Historic Sites.** The Chief Financial Officer serves as a senior level, experienced manager responsible for the overall operation of budget and purchasing, and information...[more](#)

**Accounting Support Associate - The Center for the Performing Arts, Inc.** The Accounting Support Associate is responsible for providing accounting and administrative support to VP, Finance; Controller; and Payroll & Payables...[more](#)

## PROGRAMS

**Employment Consultants - Tangram.** Tangram is hiring full-time, employment consultants working with individuals with disabilities. As an employment consultant with Tangram, you...[more](#)

**Family Engagement Specialist - Early Learning Indiana.** We are looking for a Family Engagement Specialist for our Early Head Start Child Care Network team who will be tasked with providing the highest quality...[more](#)

**Community Programs Manager - Indianapolis Art Center.** The Indianapolis Art Center is looking for an organized and self-disciplined person to serve as Community Programs Manager. Under the general...[more](#)

**Community Engagement Coordinator - Goodwill of Central & Southern Indiana.** The Community Engagement Coordinator is responsible for overall development, implementation and management of Goodwill of Central & Southern Indiana's...[more](#)

**Food Pantry Assistant Manager - Gleaners Food Bank of Indiana, Inc.** The Food Pantry Assistant Manager is responsible for assisting the Food Pantry Manager with all operations of the food pantry in a manner consistent with...[more](#)

**Volunteer Partnerships Manager - Junior Achievement of Central Indiana.** Junior Achievement of Central Indiana is seeking a collaborative and passionate individual to cultivate and develop new and long-term JA partnerships with...[more](#)

**Urban Naturalist Manager - Keep Indianapolis Beautiful.** Keep Indianapolis Beautiful (KIB) is a dynamic nonprofit organization with smart, motivated employees who work hard to make an impact in our community...[more](#)

**Wellness Advocate - Martin Luther King Center.** Martin Luther King Community Center is seeking a team member to join the Neighborhood & Family Advocate Project as the Wellness Coach. The

Wellness...[more](#)

## MARKETING/COMMUNICATIONS

**Federal Navigator Outreach and Enrollment Contractor - Indiana Primary Health Care Association.** The Contractor supports a broad range of activities within the Outreach and Enrollment (O/E) department at IPHCA. These activities include data collection...[more](#)



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