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# Not-for-profit News

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## FEATURES

# On philanthropy: Seven trends in philanthropy to expect in 2017

By Bruce DeBoskey, *The DeBoskey Group, The Denver Post*

Last year was a great year for philanthropy. It included record levels of giving and impact investing and more strategic approaches to charitable efforts. This year, 2017, will likely launch its own unique trends. I'll be watching for these highlights:

### 1. Reduced tax incentives for giving

Many knowledgeable observers predict that Congress will reduce income tax rates for the wealthy - thereby decreasing the tax savings from charitable deductions. Many also expect the estate tax will be eliminated - reducing the tax incentive to make final charitable contributions.

Some predict the new administration will seek to limit or even eliminate charitable deductions. Others expect that changes will be made to donor-advised funds - implementing payout requirements similar to those required of private foundations. [Read more.](#)





## James Bond of philanthropy gives away the last of his fortune

By Jim Dwyer, reporter, New York Times

As it happens, Donald J. Trump is not the only person to announce plans to shut down a personal philanthropy, just the best known.

This is the story of a man who made and kept that same promise.

Nearly five years ago, Charles F. Feeney sat in a cushy armchair in an apartment on the east side of Manhattan, grandchildren's artwork taped to the walls, and said that by the end of 2016, he was going to hand out the last of a great fortune that he had made.

It was a race: Mr. Feeney was then 81, and Atlantic Philanthropies, a collection of private foundations he had started and funded, still had about \$1.5 billion left. Flinging money out the window or writing checks willy-nilly was not Mr. Feeney's way. [Read more.](#)



## Fundraising predictions for 2017

By John Baguley, CEO International Fundraising Consultancy and Institute of Fundraising fellow

Fundraising in the UK received several hammer blows in 2016, on top of a continuation of strong negative currents for some income streams, and uncertainty over Brexit and worries over the US elections didn't help our donors or trustees confidence either. The resultant mood around our Top Table gatherings of the leading fundraisers was sometimes grim, but as the resourceful and optimistic natures of fundraisers kicked in new trends and possibilities began to emerge on which I have based my predictions for 2017.

Naturally these are also flavoured by our experience as consultants and it may be significant that the first three proposals we have sent out in 2017 are all in response to organisations expanding their international reach in one way or another. [Read more.](#)

## Sponsor's insight



## Considerations for choosing your nonprofit's fiscal year end

By Nikki Kubly, director, BKD

Throughout the years, I've received questions from not-for-profit organizations (NFP) regarding the costs and benefits of changing to a fiscal year-end. I've seen organizations transition from Dec. 31 to fiscal year-end for many reasons, but the overarching motive is the budget challenge. Many organizations with individual-driven contributions receive a majority of revenues in the fourth quarter of the calendar year. With a calendar year-end, many NFP organizations are waiting for generous donors to contribute last-minute for personal tax reasons.

This article touches on some of the benefits and costs of changing to a fiscal year-end.

The IRS states a fiscal year should coincide with the organization's natural operating cycle. These are some example questions:

- What is your organization's most significant quarter for revenue generation?
- Do you rely mostly on individual giving, traditionally taking place near the December 31 year-end?
- Are you an educational institution where a significant portion of tuition is generated in the fall?
- Are revenues mostly generated in the summer months, e.g., zoos?



## People on the move



**Malina Simone Jeffers** has joined Midtown Indianapolis, Inc. as director of engagement and operations. Jeffers previously served as the Love Indy Project Manager for Plan 2020 and managed the launch and art components of the Julia M. Carson Transit Center.



The Central Indiana Workforce Development Initiative has added **Chad Timmerman**, **Sally Reasoner** and **Kate Broshears** to its team. Timmerman serves as vice president of education and community partnerships. He previously served as director of education policy for the Governor of Indiana and special adviser to the State Board of Education. Reasoner was named vice president of talent identification. She previously served as director of talent initiatives at TechPoint, a fellow CICP initiative focused on technology growth. Broshears has been appointed director of development and communications. Previously, she served as the assistant director of Division III governance communications at the NCAA.



Keep Indianapolis Beautiful Inc. has named **Kristina Uland** senior vice president of development and external affairs. **Mark Adler** has been promoted to vice president of special initiatives and **Joseph Jarzen** has been promoted to vice president of program strategy. — *Inside Indiana Business*



The University of Notre Dame has appointed **Bryan Ritchie** vice president and associate provost for innovation. He currently serves as chief executive officer of Utah-based private equity investment company GrowthSPORT. — *Inside Indiana Business*



Purdue University Northwest has appointed **Tara Sullivan** executive director of academic success and transition. She most recently served as assistant dean of students at Northwestern University.



Christel House International has named **Amalia Howard** as digital marketing, social media and design manager. Her previous role was media coordinator at ServLife International, Inc.



The Indianapolis Public Library has promoted **Nichelle Hayes** to specialist to develop and lead the new Center for African-American Literature and Culture at Central Library. She started at IndyPL in March 2015 as a system-wide training librarian and for the past year has acted as a business librarian at Central Library. — *Inside Indiana Business*



Social Health Association of Indiana Inc. has named **Abbe Shapiro** director of programs and evaluation. She previously worked for the National Alliance of State and Territorial AIDS Directors. — *Inside Indiana Business*

## Announcements

The **Marion County Commission on Youth (MCCOY)** received a \$230,000 grant from Lilly Endowment Inc. for general operating support. The grant dollars will be used to cover MCCOY's general operating expenses, as well as the cost of printing the Youth Activity Directory and maintaining the Youth Activity Directory app.

The **Conner Prairie Alliance**, an all-volunteer woman's group founded in 1982, raised \$100,000 through sales at the Apple Store at Conner Prairie, which opened for its 31st year in September. The record contribution is dedicated to re-roofing the museum's animal encounters barn, enhance and increase guest capacity for the annual headless horseman fall festival and other projects.

**Youth Connections** has received a \$20,000 grant from the Branigin Foundation to support three of Youth Connections programs, which include the Children's Visitation Center, Jumpstart Mentoring and Families in Transition.

The Carmel-based **Hageman Foundation Inc.** this month gave **HAND** \$5,000 to support affordable-housing and neighborhood-development programs in Hamilton County. Its donation will help to fund HAND's community-building activities.

**Stepping Up**, an annual study of K-12 education foundations recently recognized the Hamilton Southeastern Schools Foundation (HSSF) for its impact in the local community. HSSF ranked 4th in the country in their division.



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## Professional development

Nonprofit HR Peer Group. **Workforce engagement** on Jan. 19 from 8:30 -10:00 a.m. at Madame Walker Theatre Center (617 Indiana Ave., 4th floor). Kurt Schoch, a performance improvement consultant and coach, will share models and approaches for employee engagement as successfully implemented by organizations, nonprofit and others, recognized as role model organizations by the Baldrige Performance Excellence Program. There will be opportunities during the session to identify how your organization can develop and implement similar strategies to fit your workforce and culture. To register: [click here](#).

**Indiana Evaluation Association quarterly meeting** on Jan. 20 from 10 a.m. to noon at Lumina Foundation (30 S. Meridian St.). Learn from your peers who attended the 2016 American Evaluation Association (AEA) conference. Topics include: Impact Convergence: Advancing Social Impact Measurement for All, Qualitative Data Visualization and more. Free IEA members/ \$20 nonmembers. For more information and to register: [click here](#).

**What does the board really do? Board roles and responsibilities** webinar on Jan. 24 at 1:00 p.m. This workshop will introduce board members to the fundamentals of effective governance by defining the basic roles and responsibilities of the board and examining strategies for building effective board structures. Cost: no charge. [Learn more](#).

**Certificate of nonprofit board education.** This six-part webinar series covers the fundamental nonprofit governance concepts every nonprofit leader should understand. Held on Wednesdays from Jan. 25 - March 1 from 2:00 - 3:30 p.m. (EST). The series is designed for those who are new to board service or to working with a board. Cost: \$499. For more information and to register: [click here](#).

**Women in leadership — Managing your career** on Feb. 24 at 9:00 a.m. at Franklin College (101 Branigin Blvd.). A dynamic workshop on managing your career, geared toward women. Guest lecturers will speak on career planning and management, executive professionalism, the importance of a male mentor, and how to learn/do/grow/develop your career. All welcome. Cost: \$99. To register, [click here](#).

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## Volunteer opportunities

Please send your needs and donations of supplies, equipment, and furniture plus volunteer opportunities and requests to [IndyNews@NotforProfitNews.com](mailto:IndyNews@NotforProfitNews.com).

There are no volunteer opportunities this week.

## Swap

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

**Donation:** Four metal bookshelves, two 3-drawer metal cabinets and metal pantry. Need tax receipt and pick up in January. Contact Jim Simpson at Financial Technologies & Management at 317-819-0780 and leave a message or by email at [jsimpson@ftmlc.com](mailto:jsimpson@ftmlc.com).

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TRENDS / RESOURCES

## National news

**FUNDRAISING**

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**Sometimes a simple and innocent question** (Such as whether or not you like asparagus!) opens the door to a transformational moment of connection with a donor.



**[The seven cardinal rules of fundraising writing.](#)** Fundraising requires you to learn a specific style of writing that's unlike any other you're likely to have learned — such as business writing, journalism, or grant writing. But if you go to the trouble to learn the conventions of fundraising writing, donors will reward you with more gifts.



**[Establishing a CEO compensation plan?](#)** Recruiting and retaining the best possible chief executive often depends on offering the right compensation plan. Can you check off the 11 steps you should be taking to establish an effective, market-based plan? Download the checklist now.

## Sponsors' insights

*SmallBox.* **[Creating a toolkit for collaboration.](#)** Collaboration is on the rise in workplaces as businesses recognize it as one of the key components for increasing innovation and improving employee experience. As SmallBox has built out its methods, it's developed a downloadable repository.

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### Services

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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

#### 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.

#### Education/training

**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

**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.

### Banking/asset management

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

**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.

**Indiana University Robert H. McKinney School of Law:** Master of Jurisprudence graduate degree program prepares professionals with the legal knowledge to enhance, and potentially advance their careers.

### Leadership Development

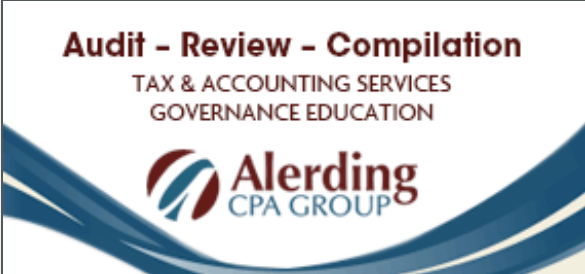
**Leadership Indianapolis:** develops and mobilizes a robust pipeline of community leaders to address and solve the issues and opportunities facing the growing metro area.

### 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.



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## Real estate

[PLACE A REAL ESTATE AD](#)

[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).



### 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 Meals 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 Jessica Carter at [jcarter@mealsonwheelsindy.org](mailto:jcarter@mealsonwheelsindy.org) or 317-252-5558.

### 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)



### 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.



### Space for lease in Downtown on the Indianapolis Cultural Trail

Located near the intersection of Pennsylvania and Washington streets, the 500 Festival building (21 Virginia Ave.) has two office suites for lease on the second floor.

**Suite 200** is 2,100 square feet and features Class A finishes, six private offices, conference room, break room and central reception area at \$16 per square foot.

**Suite 220** is open space that can be a separate suite at \$14 per square foot or combined with Suite 200 for an entire floor.

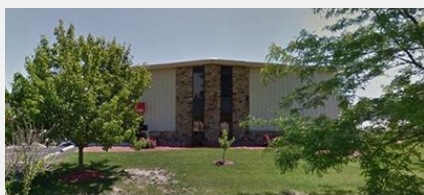
Parking is available. The entire building is newly remodeled and sits on the Indianapolis Cultural Trail. For more information, please contact Larry Harshman at 317-630-1000 or 317-345-8981.



### Vibrant nonprofit faith 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](mailto:iic@indianainterchurch.org).



### Northwest location

Furnished offices available (2,500 sq. ft. - plus or minus). First floor offices are handicapped accessible. Possible attached warehouse space available, adding up to 2,500 sq. ft. Easy access to I-465 for quick travel in the city or points northwest of Indy. Available Feb. 1.





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JOBS

## This week's jobs

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

PLACE A JOB AD

### EXECUTIVE

**Executive Director - Habitat for Humanity of Morgan County.** Executive Director Position available with Habitat for Humanity of Morgan County. Must be knowledgeable and experienced in grant writing, public relations,...[more](#)

**Executive Director - Hearts & Hands of Indiana Corporation.** Hearts & Hands of Indiana, a housing corporation of the Roman Catholic Archdiocese of Indianapolis, seeks a full-time Executive Director who is a...[more](#)

### FUND DEVELOPMENT

**Development Specialist - National Kidney Foundation of Indiana.** The National Kidney Foundation of Indiana seeks a full-time Development Specialist to plan and coordinate fundraising events with in-state travel required as...[more](#)

**Vice President of Development - Benjamin Harrison Presidential Site.** Join a dynamic team working to become recognized as the most innovative, impactful and civically engaged presidential site in the United States. The Vice...[more](#)

**Director of Development, School of Electrical and Computer Engineering - Purdue Research Foundation.** The Purdue Research Foundation, University Development Office has an opening for a Director of Development in the School of Electrical and Computer...[more](#)

### FINANCE

**Director of Financial Foundations - John Boner Neighborhood Centers.** The Director is responsible for providing comprehensive and strategic planning, development, administrative decision-making and implementation to help near...[more](#)

### ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

**Deputy Director - Hawthorne Community Center.** Hawthorne Community Center is seeking qualified candidates for the position of Deputy Director. Hawthorne is a multi-service agency that provides programs...[more](#)

**Resource Development and Marketing Manager - Hawthorne Community Center.** Hawthorne Community Center is seeking qualified candidates for the position of Resource Development and Marketing Manager. The candidate should have at...[more](#)

**Business Administrator - First Meridian Heights.** First Meridian Heights, a small, progressive Indianapolis Presbyterian church is looking for a temporary Business Administrator for their

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**Director, Family and Donor Services - Indiana Donor Network.** We are looking for a strategic and visionary leader to join our team as the Director, Family and Donor Services at Indiana Donor Network. This is an incredible...[more](#)

**Education and Membership Assistant - Raybourn Group International.** Association Management Company is seeking full time employee to serve as an Education and Membership Assistant. Excellent attention to detail, strong written...[more](#)

**Day Center Assistant - Family Promise of Greater Indianapolis (FPGI).** Family Promise of Greater Indianapolis (FPGI) is hiring a Day Center Assistant to start as soon as possible. FPGI works to eliminate homelessness in Greater...[more](#)

## COMMUNICATIONS/MARKETING/SALES

**Director of Marketing - Cathedral High School.** The Director of Marketing reports to the President and is responsible for developing and leading the marketing and public relations initiatives of the school....[more](#)

**Recruitment Manager (Marion and Johnson County) - Girl Scouts of Central Indiana.** The Recruitment Manager is responsible for developing and executing effective sales strategies to increase awareness of and participation in Girl Scouting through...[more](#)

## HR

**HR Generalist - Indianapolis Zoo.** The Zoo's HR Department provides supportive functions of talent management, employee relations, payroll and benefits administration, performance evaluation...[more](#)

## PROGRAMS

**Relocation Services Coordinator - The International Center.** The International Center, a 40+ year old institution that plays a role in elevating Indiana's global profile, is in the process of hiring an important role in the...[more](#)

**Director of Artist Programs - Arts for Learning.** Arts for Learning is seeking a motivated professional to join our programming team as Director of Artist Programs. This position is responsible for all aspects of artist...[more](#)

**Childcare Provider (part-time) - North United Methodist Church.** North United Methodist Church is an inclusive and reconciling community. We welcome all regardless of race, ethnicity, age, sexual orientation, gender identity...[more](#)

**Director of Programs - La Plaza, Inc.** Responsible for designing, planning, implementing and evaluating the programs and services offered by La Plaza...[more](#)

**Community Resource Specialist - La Plaza, Inc.** Responsible for providing Latina victims of domestic violence with information and referrals to health and vital social services in the community. This position...[more](#)

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## 90-day ads

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## Last week's jobs

### EXECUTIVE

**Chief Executive Officer - JCC INDIANAPOLIS.** The JCC seeks a CEO who is a visionary and passionate leader; a professional who possesses excellent strategic and managerial skills, is both decisive and...[more](#)

**President - Legacy Fund Community Foundation.** If you have a passion for charitable asset development and community leadership in Hamilton County, then this position is for you. You will be surrounded by people...[more](#)

### FUND DEVELOPMENT

**Development Manager - Indy Reads.** This position is responsible for working in partnership with the CEO and Resource Development Committee for planning and coordinating all aspects of fund...[more](#)

**Development Officer, Kiwanis Children's Fund - Kiwanis International.** The development officer is a highly professional fundraising position that will work directly with the Kiwanis Children's Fund fundraising team and support the...[more](#)

**Grants Consultant - Hedges & Associates.** Hedges & Associates is seeking a dedicated and flexible professional with a passion for addressing social issues through strengthening the nonprofit sector...[more](#)

**Donor Services Officer - Rehabilitation Hospital of Indiana.**

Donor Services Officer is a new full time position working for the Rehabilitation Hospital of Indiana Foundation with emphasis on fundraising for the RHI Sports...[more](#)

### FINANCE

**Accounts Payable Clerk - Brebeuf Jesuit.** Fulfill financial, administrative, and clerical duties relating to all accounts payable processes and procedures. Perform day-to-day processing of accounts payable...[more](#)

### ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

**Training Services Contractor RFP - Indiana Housing and Community Development Authority (IHCD).** The Indiana Housing and Community Development Authority (IHCD) is requesting proposals from one or more organizations to plan, coordinate, and...[more](#)

**Development Project Manager - Riley Area Development Corporation (RADC).** The Development Project Manager is a full-time professional position. However, if an outstanding candidate requires a part-time position, the Executive Director may...[more](#)

**Office Manager - The International Center.** The International Center, a 40+ year old institution that plays a role in elevating Indiana's global profile, is in the process of hiring an important position which...[more](#)

**Director of Institutional Advancement - The Orchard School.** The Director of Institutional Advancement is a full-time, 12-month administrative position reporting directly to the Head of School. This position is a newly created...[more](#)

**Volunteer Services and Intern Program Assistant (part-time) - The Children's Museum of Indianapolis.** The Volunteer Services and Intern Program Assistant works part-time to provide administrative support for the Adult Volunteer and Intern Programs for The...[more](#)

**Operations Coordinator - Business Ownership Initiative (BOI).** Under the supervision of the Director of the Central Indiana Women's Business Center, this position provides a variety of support services, managers office...[more](#)

**Member Services Coordinator (part-time) - National Association of Social Workers (NASW).** Part-time, 18hrs/wk - The Member Services Coordinator serves as a primary point of contact with members and other supporting entities. Roles include coordination...[more](#)

### COMMUNICATIONS/MARKETING

**Communications Specialist, Kiwanis Children's Fund - Kiwanis International.** This position is responsible for overseeing, developing, and coordinating the Kiwanis Children's Fund communications plans in conjunction with other staff. The...[more](#)

### PROGRAMS

**Care Consultant - Alzheimer's Association Greater Indiana Chapter.** This position is responsible for Care Consultation services and management of the statewide volunteer Support Group program...[more](#)

**Project Manager/Career Coach (LEAP 2 Jail Project) - Interlocal Association.** Assigned to a the Hamilton County Jail, incumbent provides a wide variety of employment and training services to offender populations, and assists employers...[more](#)

**Career Coach (LEAP 2 Jail Project) - Interlocal Association.** Assigned to the Hamilton County Jail, incumbent provides a wide variety of employment and training services to offender populations, and assists employers...[more](#)

**Mass Avenue/Brookside Industrial Corridor Program Manager - Riley Area Development Corporation (RADC).** Riley Area Development Corporation (RADC) is a non-profit community development corporation that has used affordable housing to transform urban...[more](#)

### SALES

**Membership Development Director - Indiana Chamber of Commerce.** Sales position which involves selling new memberships in the Indiana Chamber of Commerce to Indiana CEO's and business owners in Marion County and the I-65...[more](#)

### INTERNSHIPS

**AmeriCorps VISTA Fresh Bucks Coordinator - Indy Hunger Network.** Fresh Bucks increases access to and the affordability of fresh fruits and vegetables at farmers' markets for customers paying with a SNAP EBT card...[more](#)

**AmeriCorps VISTA Cooking Matters Coordinator - Indy Hunger Network.** The Indy Hunger Network teaches Cooking and Nutrition Education classes, using the Cooking Matters curriculum. These classes provide low-income individuals...[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.*