



Charitable Advisors

Not-for-profit News

INDIANAPOLIS

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March 14, 2017

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FEATURES

"Executive sessions" give nonprofit leaders a boost

By Lynn Sygiel, editor, Charitable Advisors

Betty Cockrum, the retiring president and CEO of Planned Parenthood of Indiana and Kentucky, has had a lot on her plate during her 15-year tenure. She manages an organization with 19 locations in two states, 170 employees, and a \$16 million budget.

She manages to keep a handle on everything, but every now and then it's nice to get a little extra help. As the old song goes, it's nice to have somebody to lean on when you need a hand.

It was just more than three years ago that Cockrum found her "somebody." She was invited to join a small leadership group, not specific to her nonprofit sector, but a group that has provided invaluable guidance.

"I'm just really grateful that I got invited, and I place great value on it. I feel like everyone of them has become a person in my life that I can call on in the middle of the night," said Cockrum. [Read more.](#)



Stockamp, Morris, Lanham, Mintz (left to right)



Galloway, Cockrum, Henegar, Armstrong (left to right)



Interested in starting a peer leadership group?

By Lynn Sygiel, editor, Charitable Advisors

So while there are no openings for nonprofit leaders in the group that Jim Morris, Cassie Stockamp and Kyle Lanham started, they are willing to do more than tease -- they are willing help.

"If there were a way for it to be replicated or we can inspire another group of people, we are willing to be supportive," said Mintz.

All believe the group doesn't have to be an exact replication, but are willing to lend their experience to others. [Read more.](#)



CEOs need mentors too

By Suzanne de Janasz and Maury Peiperl, Harvard Business Review

In 2010, when David Nish was promoted from CFO to CEO at Standard Life, he knew the scale of the challenge his company faced. The 185-year-old giant had just embarked on a sweeping transformation from an insurer to a long-term savings and investment company. Nish also knew that as the person leading the change, he would be tested by decisions and management situations he hadn't encountered in the past. Certain that he could benefit from the perspective of someone who had been down similar roads before, Nish turned to a somewhat unusual adviser: Niall FitzGerald, a former chairman of Unilever. [Read more.](#)

Sponsor's insight



Serve better through design: Use design thinking to better engage your audiences

By Mark Shreve, business development manager, SmallBox

Nonprofit organizations are not immune to the same challenges presented to for-profit businesses. You must survive economic swings, respond to political orders and actions, address shifting demographic needs, compete for attention, and increase impact to those you serve and do all this with shrinking budgets and teams.

Shall I say more?

But most nonprofits also are serving their audiences -- members, donors, students, patients -- with greater attention, a byproduct of operating in the Experience Economy, where people want to move beyond consumption and focus on participation. [Read more.](#)



LOCAL NEWS

People on the move



Community Health Network has promoted **Priscilla Keith** to executive director of community benefit. She has been with the network since 2013, most recently as assistant general counsel

where she advised on diverse health care issues. — *Inside Indiana Business*



IUPUI has promoted **Margaret Ferguson** to senior associate vice chancellor for academic affairs. She has held the interim role since January 2016. Prior to that, Ferguson served as IU's assistant vice president for

statewide academic relations.



St. Vincent has named **Hossain M. Marandi** president of Peyton Manning Children's Hospital at St. Vincent. He recently served as vice president of physician services at St. Joseph's

Women's Hospital, Tampa.



Rose-Hulman Institute of Technology has made changes in its Office of Communications and Marketing. **Mary Wade Atteberry** was

appointed vice president and **Paul Shepherd** was named senior director.



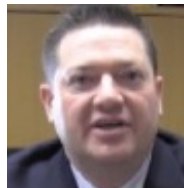
Jeff Echols was named membership development director for the American Institute of Architects Indiana (AIA). He will be instrumental in creating programs,

seminars and events for the approximately 700 AIA members statewide.



Ilene Sheffer has been named chief campaign strategist for Ronald McDonald House Charities of Michiana. She retired in 2016 as vice chancellor for University Advancement at Indiana

University South Bend, a position she had held since 2003.



The Indiana State Teachers Association has named **Dan Holub** executive director. He most recently served as executive director of the Minnesota Association of Professional Employees.

Announcements

Indiana Coalition Against Domestic Violence, Indiana Coalition to End Sexual Assault and Domestic Violence Network will train victim advocates better ways to help victims of crime. The project is supported by a \$500,000 Victims-of-Crime-Act grant. [Read more.](#)

Chosen Ministries received a \$35,000 Kaleo Indy grant. The funding will help support the nonprofit organization's career coaching and vocational scholarship program. [Read more.](#)

The Shaw-Burckhardt-Brenner Foundation awarded **Assistance League® of Indianapolis** an \$8,000 grant to support Operation School Bell®. The program provides clothing, shoes and supplies for Marion County students living in poverty. [Read more.](#)

The **Humane Society for Hamilton County** has plans to relocate from Noblesville to Fishers in hopes of significantly upgrading its operations and programs. [Read more.](#)

The **Greater Indianapolis Progress Committee** is proud to present the 16th Annual Mayor's Celebration of Diversity Awards luncheon on April 10. [Read more.](#)

WFYI-TV Channel 20 plans to launch **PBS Kids** on the station's 20.2 digital channel. The channel also will be streamed at www.wfyi.org/pbskids. [Read more.](#)

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Professional development

Legal lines offers free legal advice on March 14 from 6:00 - 8:00 p.m. at 317-269-2000. Speak to an attorney at no fee and with no further obligation. For more information, [click here](#).

Becoming a competent conflict leader workshop on March 16 from 9:00 - noon at Indiana State Fairgrounds (1202 E. 38th St. Discovery Hall, Suite 120). Attendees will learn and understand emotional responses, acquire skills to regulate and maintain emotional balance and learn to engage conflict constructively by understanding other's perspectives and collaborating to achieve solutions and build positive relationships. Cost: free. [Register here](#).

A clear path to the future you see: Creating and working your strategic plan on March 18 from 1:30 -3:30 p.m. at Indianapolis Public Library (40 E. Saint Clair St.) [Learn more](#).

You can't lead where you won't go presentation presented by Diversity Roundtable of Central Indiana roundtable on March 22 from 8:00 -10:00 a.m. at Citizens Energy Group (2020 N. Meridian St.). Presented by Brandon Cosby, executive director at Flanner House. Use the insights gained to develop a more meaningful and targeted leadership strategy around culture and diversity in a workplace environment. Register: [click here](#).

What's your board's role in HR management? webinar on March 23 from 2:00 - 3:00 p.m. Learn strategies to develop and delineate board roles related to HR and talent management and the role of the board in HR. Cost: \$59. To register: [click here](#).

CPR training on March 28 from 12:30 - 1:30 p.m. at Indiana Interchurch Center (1100 W. 42nd St., dining room). Cost: free. To register: [click here](#).

Indiana Summit on Out-of-School Learning summit on April 10-11 at Indiana Convention Center (100 S. Capitol Ave.). For more information, [click here](#).

Higher education 2017 outlook webinar on April 18 from 2:00-3:00 p.m. (CST). Despite the slow but steady U.S. economic growth, some academic institutions are facing difficult financial decisions. Higher education is at a crossroads of traditional educational and economic models as well as disruptive technologies and innovations. To register: [click here](#).

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Volunteer opportunities

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

Indiana Historical Society's **Celebrate Indiana's Circus** tradition on March 25. Volunteers are

needed for two shifts -- 9:00 a.m.-1:30 p.m. or 1:00 p.m.-5:30 p.m. Volunteers are needed to run games, concessions, prize and craft tables. Breakfast, snacks and lunch will be provided. Four-hour commitment. Contact Lori Murray at lmurray@indianahistory.org or 317-234-7640. For more information, [click here](#).

Indiana Summit on Out-of-School Learning needs volunteers for multiple duties and varying shifts. For more information: [click here](#).

Swap

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

NEED: Pack Away Hunger, Inc. needs two staff office chairs. The chairs need to have height adjustment and good ergonomic support. Contact Chris Osborne at chris.osborne@packawayhunger.org or 317-429-9876.

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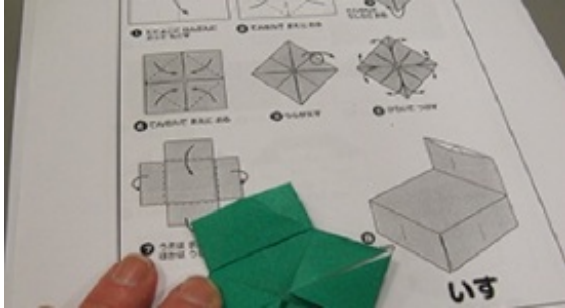


TRENDS / RESOURCES

National news



[Challenge of providing a welcoming "place at a non-profit's table" for people with wealth.](#)



The IKEA effect and the social sector. You worked hard to find and hire the best staff. You may be the latest victim of the "Ikea Effect."



Startups and nonprofits set sights on closing the achievement gap through Internet access. Kids growing up in low-income neighborhoods have always faced extra challenges when it comes to keeping up with their middle- to high-income peers.



MARKETPLACE

Services

Our sponsor marketplace serves to further connect our readers with our advertisers who are focused on serving nonprofits. Please keep in mind that you should always check references before hiring a consultant or vendor. Contact Bryan at Bryan@charitableadvisors.com or 317-752-7153 to learn how your business or organization can become a sponsor of the Not-for-Profit News.

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

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

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

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.

study or to enter the field as a nonprofit professional.

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.

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.

Marketing and Strategy

SR Advise: creates a dynamic presence through web, reporting and consumer engagement strategies.

Talent Search / Recruiting

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

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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.



The Sol Center is the perfect place for your next gathering

Host your upcoming wedding at the Sol Center, home to Meals on Wheels, which is offering \$100 off for couples who reserve by April 30. Rental income is used to subsidize meals for our low-income clients, so you can take joy in the fact that your event will have a direct, positive impact on many homebound Hoosiers. In addition, 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.

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



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.

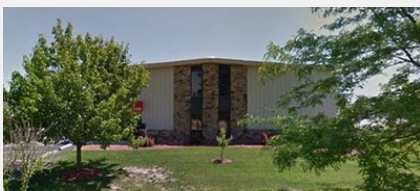
Parking is available. The entire building is newly remodeled and sits on the Indianapolis Cultural Trail. For more information, please contact Larry Harshman at 317-630-1000 or 317-345-8981.



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.



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.





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.

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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 - Leadership Hendricks County (LHC). Leadership Hendricks County (LHC) is a not-for-profit organization created in August 1992 to give individuals the self-awareness, background and inside...[more](#)

CEO - Leadership Indianapolis. The CEO of Leadership Indianapolis will lead a committed team of community leadership professionals to further accelerate the work of Leadership...[more](#)

FUND DEVELOPMENT

Assistant Director of Development - IUPUI University Library. Indiana University Purdue University Indianapolis (IUPUI) University Library (UL) is seeking an Assistant Director of Development, who will report to the...[more](#)

ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

Administrative Assistant - Center for Congregations. Are you an experienced administrator who thrives on balancing hospitality and efficiency in a collaborative office setting? The Center for Congregations seeks...[more](#)


Communications Assistant (part-time) - Unitarian Universalist Church of Indianapolis. The communications assistant ensures that church communication tasks are met in a timely manner in accordance with communications...[more](#)

Regional Development Strategist - Kiwanis International. The Regional Development Strategist supports the organization's volunteers in a designated region and its leadership to implement the Formula (membership...[more](#)

Alumnae Chapter Specialist - Sigma Kappa Sorority. The alumnae chapter specialist will be responsible for assisting

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alumnae chapters and the alumnae volunteer team in all areas of alumnae membership...[more](#)

Volunteer & In-Kind Donations Coordinator - Holy Family Shelter. Holy Family Shelter, an emergency residential shelter for homeless families, has an immediate opening for a full-time Volunteer & In-Kind Donations Coordinator...[more](#)

Volunteer Engagement Associate - United Way of Central Indiana. Recruit, retain, and engage with volunteers from corporations, faith communities, education institutions, civic and social groups, the public, and other appropriate...[more](#)

MARKETING/COMMUNICATIONS

Communications Specialist - Kiwanis International. Responsible for overseeing, developing, and coordinating the foundation's communications plans in conjunction with other staff. The Communications...[more](#)

PROGRAMS

Case Manager - Holy Family Shelter. Holy Family Shelter, a program of Catholic Charities Indianapolis, is seeking a full-time Case Manager responsible for conducting assessments and...[more](#)

Youth Career Services Advisor - Interlocal Association. Youth Career Services Advisor (YCSA) provides a wide variety of employment and training services to youth, focusing on assessment of skills, abilities and...[more](#)

NorthWest Quality of Life Plan Community Builder (Part-time) - Flanner House. Works closely with Flanner House leadership to support the convening of neighborhood residents and other community stakeholders to engage and...[more](#)

Lead Teachers and Assistant Teachers - Mt. Helm Child Care Ministry. Mt. Helm Child Care Ministry's Mission is to provide hands-on, interactive, child-driven, Christian early care and education for children ages 6 weeks to...[more](#)

Transportation Scheduler (part-time) - PrimeLife Enrichment, Inc. Transportation Scheduler works with a team to schedule rides for seniors to groceries stores, medical appointments, hair salons, etc. Customer Service...[more](#)

Case Manager - Children's Bureau, Inc. Career Opportunity Where You Can Make a True Difference. Do you have a heart for abused and neglected children, and a passion for helping strengthen...[more](#)

Matching Specialist - Big Brothers Big Sisters of Central Indiana. This role engages the matching process with volunteer, child and parent/guardian. For more than 100 years, Big Brothers Big Sisters has operated...[more](#)

Healthcare Regional Trainer - Planned Parenthood of Indiana and Kentucky (PPINK). The Regional Trainer-Central IN will cover training responsibilities within our Central Indiana health centers to include: Indianapolis, Bloomington and...[more](#)

IT/DATA

Director of IT and Data Management - Planned Parenthood of Indiana and Kentucky (PPINK). Planned Parenthood of Indiana and Kentucky operates an on-site data center, off-site COLO, network to 20 health centers, and 200 end-users with a small...[more](#)

INTERNSHIPS/VISTAS

AmeriCorps VISTA members - The Oaks Academy. If you're a recent college grad or current college senior looking for a 'gap' year of service, get real-world experience and high-level responsibility before you...[more](#)



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Last week's jobs

EXECUTIVE

Chief Executive Officer - Indianapolis Humane Society. The Indianapolis Humane Society has formed a search committee to identify a new leader to replace its current CEO who will be retiring later this year. We are...[more](#)

FUND DEVELOPMENT

Regional Development Manager - Kiwanis International. The Regional Development Manager is responsible for leading and managing the team of Regional Development Strategists as well as managing a team of...[more](#)

Development Director - Outside the Box, Inc. Outside the Box, Inc. (OTB) is an Indianapolis non-profit seeking a full-time Development Director to join our dynamic team. Outside The Box Inc.'s mission...[more](#)

Development Director (part-time) - Megan S. Ott Foundation. Part-time independent contractor position - Put your fundraising and nonprofit experience to work for a cause that positively impacts families battling breast...[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. Rehabilitation Hospital of Indiana is a...[more](#)

ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

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...[more](#)

Administrative Assistant, Marketing & Development - Easterseals Crossroads. Easterseals Crossroads is dedicated to change the way the world defines and views disability by making profound, positive differences in people's lives every...[more](#)

Worship & the Arts Ministry Assistant - St. Luke's United Methodist Church. St. Luke's has a rich musical tradition, offering multiple styles of worship supported with diverse musical ensembles and artists, presenting concerts and...[more](#)

MARKETING/COMMUNICATIONS

Vice President of Marketing and Sales - American Printing House for the Blind. American Printing House for the Blind, located in Louisville, KY, is the world's largest nonprofit organization creating educational, workplace and independent...[more](#)

Marketing Associate - Indiana Youth Institute (IYI). IYI exists to increase the well-being of all Hoosier kids by supporting, educating and collaborating with the organizations and individuals that care for them. The...[more](#)

Communications Senior Writer - American Legion Auxiliary National Headquarters. For nearly a century, the American Legion Auxiliary has been serving, helping, and meeting the needs of our nation's veterans, military, and their families' both...[more](#)

Communications Director - Indianapolis Congregation Action Network. Indianapolis

Congregation Action Network (IndyCAN) is a catalyst for marginalized peoples and faith communities to act collectively for racial and...[more](#)

Director of Communications - Richard M. Fairbanks Foundation, Inc. The Richard M. Fairbanks Foundation seeks an experienced, collaborative and strategic professional to serve as Director of Communications. Working closely...[more](#)

Communications Coordinator - Christ Church Cathedral. We're looking for a self-motivated, community-minded Communications Coordinator to implement communication strategies and tactics to help...[more](#)

INTERNSHIPS/VISTAS

Museum Collections Intern (part-time) - Indianapolis Motor Speedway Foundation, Inc. (Indianapolis Motor Speedway Museum). The Indianapolis Motor Speedway Museum internship program is design to provide students with an introduction to collections management and provide...[more](#)

IT/DATA

IT Specialist - American Legion Auxiliary National Headquarters. For nearly a century, the American Legion Auxiliary has been serving, helping, and meeting the needs of our nation's veterans, military, and their families' both...[more](#)

OTHER

Natural, Landscape and Hardscape Technician - Orchard School. The Orchard School seeks an innovative, dynamic, and collaborative landscape and hardscape technician. Primary responsibilities include care of the Orchard...[more](#)

Spring Interview Event - Adult & Child Health. Are you seeking a position in the field of behavioral health services? Adult & Child Health's Spring Interview event on Wednesday, March 29th, is an...[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.