



Charitable Advisors

Not-for-profit News

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November 29, 2016

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FEATURES

Judge blocks Obama rule extending overtime

By Reuters

A federal judge on Tuesday blocked an Obama administration rule to extend mandatory overtime pay to more than 4 million salaried workers from taking effect, imperiling one of the outgoing president's signature achievements for boosting wages.

U.S. District Judge Amos Mazzant, in Sherman, Texas, agreed with 21 states and a coalition of business groups, including the U.S. Chamber of Commerce, that the rule is unlawful and granted their motion for a nationwide injunction.



The rule, issued by the Labor Department, was to take effect Dec. 1 and would have doubled to \$47,500 the maximum salary a worker can earn and still be eligible for mandatory overtime pay. The new threshold would have been the first significant change in four decades.

It was expected to touch nearly every sector of the U.S. economy and have the greatest impact on nonprofit groups, retail companies, hotels and restaurants, which have many management workers whose salaries are below the new threshold. [Read more.](#)

Many business already upped pay

By Jim Anderson and Jonathan Cooper, writers, The Associated Press

Businesses around the country cheered a court decision blocking the Obama administration's sweeping new overtime rules, but many had already raised salaries or ordered managers to stick to a strict 40-hour workweek to avoid costs they expected to incur starting next week.

An injunction issued Tuesday by the federal court in the Eastern District of Texas prevents the Department of Labor from mandating overtime pay for salaried employees who make less than about \$47,500 a year - a dramatic jump from the old threshold of \$23,660.

More than 4 million workers would have been newly eligible for time-and-a-half pay under the rule, which now faces far more uncertainty from Donald Trump's incoming administration. The ruling giving businesses a reprieve "is a little late for a lot of people's taste," said Tom Gimbel of Chicago-based LaSalle Network, a staffing firm that advised companies on how to prepare for the new rule. "A lot of companies had already rolled it out."

Wal-Mart, for example, raised entry-level managers' starting salaries by \$3,500 in September to stay above the threshold. But there were also raises among clerical workers for Opportunity Village in Las Vegas, a nonprofit that teaches vocational skills to people with disabilities and raises its money through private donations and running a thrift store. [Read more.](#)



Sponsor's insight

High net-worth donors: Impact on major gift fundraising

By Angela White, senior consultant and CEO, Johnson Grossnickle and Associates

Major gift donors are crucial for the ongoing sustainability of your nonprofit's mission. In fact, high net-worth donors often provide as much as 94 percent of the funds for nonprofit campaign initiatives. So, it is important that we understand their giving patterns, preferences and motivations.

The 2016 U.S. Trust(r) Study of High Net Worth Philanthropy released this week provides nonprofits with valuable insights on this important donor demographic. It is the sixth edition of the biennial study, researched by the Indiana University Lilly Family School of Philanthropy and U.S. Trust.

The report surveyed 1,435 U.S. households with a net worth of \$1 million or more (excluding the value of their primary home) and/or an annual household income of \$200,000 or more.

On Dec. 7, I have planned a webinar with Una Osili, Director of Research at the Indiana University Lilly Family School of Philanthropy, and Claire Costello, Managing Director of the Philanthropic Solutions Group at U.S. Trust. We will review in depth the findings and discuss how nonprofits can use this data to structure their major gift fundraising program. Please register now to join us! [Read more.](#)



LOCAL NEWS

People on the move



WFYI has named **Andy Klotz** director of the marketing and promotions department. He most recently served as media relations' manager with Angie's List in Indianapolis and spent 15 years at the Indiana State

Fair. — *Inside Indiana Business*



Indianapolis Chamber Orchestra has named **Carol Baker** as marketing manager. Baker was previously director of community engagement at the Indianapolis Opera.



Chris Usler has joined Indiana Landmarks as community preservation specialist for the western regional office. He previously worked with the National Park Service, the Preservation

Society of Newport County and a private consulting firm.— *Inside Indiana Business*



Shannon Cullinan has been promoted to vice president for finance at the University of Notre Dame. He currently serves as associate vice president for university relations and executive director for campaign administration.



The International Center in Indianapolis has named **Martin Baier** president and chief executive officer. Baier, who currently serves as the center's vice president of programs and services, will succeed Diane

Thomas in January. — *Inside Indiana Business*



Culver Academies and Culver Summer Schools & Camps have named **Holly Johnson** chief advancement officer. She previously served as vice president of development for the Indianapolis Symphony

Orchestra.

Announcements

Stand for Children Leadership Center Indiana (Stand Indiana) was awarded a \$400,000 multi-year grant from The Walton Family Foundation, Inc. The funds will be used to support Stand Indiana's efforts to mobilize parents, teachers and other stakeholders to advocate for policies that improve student outcomes and turn around the lowest performing schools within Indianapolis Public Schools (IPS).

The **CarMax Foundation**, the philanthropic arm of CarMax, has awarded \$10,000 to Conner Prairie. The grant will support the general operation of youth-volunteer program, which teaches youth ages 10-18 the importance of volunteerism, helps them build leadership and life skills, encourages their personal growth and development and educates them about teaching Indiana history in a hands-on, interactive environment.

A grant from the **Hendricks County Community Foundation** to Hendricks County Senior Services helped expand supportive services through a technology-training program called, Cyber Seniors. The Cyber Seniors activity uses youth volunteers to train older adults on using digital technology, including laptops, tablets and social media.

Indiana Humanities is offering grants to Indiana nonprofits to fund programs that explore the social, economic, cultural and racial issues that confront Indiana communities. Entitled INcommon, grants of up to \$5,000 will be awarded for new or ongoing public programs that use humanities ideas, history, readings and scholars to spark in-depth conversation, insight and consideration of others' points of view. [Read more.](#)

The **IndyHumane Animal Welfare Center's** low-cost spay/neuter clinic has performed 5,000 sterilizations this year. To be considered an official low-cost/high-volume spay/neuter clinic, a clinic must reach this important milestone over the course of a year. [Read more.](#)

Tobias Center's Hoosier Fellows program is accepting applications. The primary mission of the Hoosier Fellows Program is to enhance leadership skills of a small group of high-potential leaders through a yearlong study of leadership with the Tobias Center. Application deadline is Dec.16. [Read more.](#)

Dove Recovery House for Women, a transitional housing agency for women recovering from addiction, is moving to Summerlin Place (3351 N. Meridian St.). The new home will be able to serve up to 38 women a night, which is a 60 percent increase. A special ribbon cutting ceremony will take place Dec. 14 at 4:00 p.m., when tours will be available. For more information, contact Wendy Noe at



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#4

Study Nonprofit Management at the nation's fourth-ranked school

Professional development

Common audit pitfalls and misperceptions nonprofit webinar forum on Nov. 30 from 11:30 a.m. to 1:00 p.m. No charge. To register: [click here](#).

Charitable gifts: Improving financial and tax reporting webinar on Dec. 1 at 10:00 a.m. (CST). Discuss accounting for various contributions for financial statement and tax reporting and identify components required in written charitable acknowledgment letters. Upon verification of attendance, one CPE credit in accounting field of study. Cost: no charge. To register: [click here](#).

NFP CFO Group: **Accounting standards update** on Dec. 15 from 8:30 - 10:00 a.m. at INCPAS Prof. Dev. & Conf. Ctr. (8250 Woodfield Crossing Blvd., Suite #100). The FASB issued an accounting standards update for NFPs in August. Attend to hear an update from CPAs from Baden Gage and Schroeder on the new standards and what it means for your organization. Cost: no charge. To register: [click here](#).

Sage 100 year-end processing 2016 webinar on Dec. 13 at 11:00 a.m. Learn to process W-2s and 1099s in Sage 100, perform the year-end checklist and restate important year-end facts to remember. Cost: no charge. 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.

Susan G. Komen Central Indiana is in need of **grant review panel members**. Komen Central Indiana is seeking four to seven community volunteers with expertise in breast health/breast cancer, healthcare, insurance, legal, accountancy, research, and/or nonprofit leadership to read, review and score grant applications. Contact: Stephanie Laskey at slaskey@komencentralindiana.org or 317-252-0469.

The **Indianapolis Museum of Art** is looking for new volunteers to join its ambassador program. This key program is the pride and joy of the IMA with volunteers providing exceptional experiences by creating a warm, positive environment for IMA guests through proactive interactions at various stations around the galleries and IMA campus. Volunteer services group interview on Dec. 1 from 5:30 - 7:00

p.m. or Dec. 3 from 10:00 - 11:30 a.m. To RSVP for one of these sessions, please contact Chris Morehead at cmorehead@imamuseum.org.

The **Eiteljorg Museum** is in need of friendly and outgoing people to sell memberships during the run of our popular holiday tradition, Jingle Rails: The Great Western Adventure. Volunteer shifts are daily from Nov. 19 to Jan.16; the greatest need is on weekends. Choose a morning or afternoon shift. Training is available. Contact Volunteer Services Manager Deborah Kish at 317-275-1325 or dkish@eiteljorg.com.

Swap

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

DONATION: Four desks and chairs in good condition, conference table with six chairs, two bookcases, one tall filing cabinet, two small filing cabinets, three used computers, 2 small used copiers and Christmas decorations. Contact Cecelia Whitfield at uwymg.keepingfamiliesconnected@gmail.com or 317-728-2518.

NEED: Near Eastside Troopers youth center is seeking donations for its Christmas party on Dec. 16. Wish list includes: hats, scarves and gloves in youth sizes, small gifts, a Santa costume, a Christmas tree, ornaments and decorations. Donations may be dropped off at JL Hair Realty (4302 E. New York St.; 317-352-1505) or call Tobie for pick-ups at 317-797-2264.



TRENDS / RESOURCES

National news



[Seven fundamentals of monthly giving.](#)

Every organization can and should organize a monthly giving program in short order. With the right tools (and you may very well already have them in-house), you can get started in no time.



[Generation X/Millennial women's giving is stable compared to young women's giving of four decades ago,](#)

according to the Women's Philanthropy Institute. Study finds younger donors are as generous as their mothers and grandmothers were at their age.



[When should charities combine efforts?](#)

But some times merging individual charitable organizations can have a greater impact on the people served, which was a conclusion of a report from the Metropolitan Chicago Nonprofit Merger Research Project.

[10 steps to get ready for year-end online giving.](#)

The year-end giving season offers a unique opportunity for engaging with your supporters and fans, and by planning ahead, thinking multichannel, and preparing your communications, you'll be ready.

Sponsors' insights

The Heart Projects. [There is a way to get it all done.](#) One of the great equalizers among humans is that we all have 168 hours each week: from the CEO to the receptionist to the computer programmer to the case manager.

Alderding CPA Group. [The Crystal Client Spotlight shines on Arts for Learning.](#) Studies show that children and teens who participate in the arts perform better academically, are more likely to receive community service awards and score higher on college admission tests.



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

Transition/retirement

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

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

Metamorphosis Change

Agents: Specializes in leadership transitions and organizational development for small to mid-

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.

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

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

sized nonprofits and associations.

Education/training

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

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

The Indiana Association for Community Economic Development (IACED): supports a network of organizations to build vital communities and resilient families through community building, training, technical assistance and advocacy.

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

The Heart Projects: Training and coaching firm that works with individuals and forward-thinking organizations. Programs include executive coaching, life/career coaching (especially for nonprofit staff or those who want to have a nonprofit career), strategic-plan execution and the Problem Solvers School.

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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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 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 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



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.



For emerging nonprofits

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

[Learn more.](#)



Westside church for sale

1402 N. Bellevue Place, asking price is **\$700,000**. Spacious three-level church (18,900 square feet) with 600-seat sanctuary capacity; lower-level fellowship hall; beautiful stained glass windows; heated baptism pool; commercial kitchen. Plenty of options for office and classroom space. Great location for community outreach; located five minutes from downtown on a bus line. Facility has been approved for childcare ministry operation as well. For more information, please call the church office at 317-635-1942.



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.



JOBS

Charitable Advisors Featured Job Postings

President - Alliance for Northeast Unification (ANU). Take a key leadership role in the continuing revitalization of the Meadows community and its surrounding neighborhoods. ANU is a partnership of the United Northeast Community Development Corporation (UNECD) and Meadows Community Foundation (MCF) near North Keystone and East 38th Street. The last decade years has seen close to \$70 million in residential, educational, and business development in this community with a major new grocery store currently under construction. This is a rare opportunity to have the impact of both a CDC and a comprehensive neighborhood redevelopment project that builds on the Northeast Corridor Quality of Life Plan ...[more](#)

Executive Director - Beyond Monumental. Beyond Monumental provides the Indianapolis community with a complement of healthy living & fitness activities built around a premiere event for all ages (both runners and walkers). Beyond Monumental's premiere event, the CNO Financial Indianapolis Monumental Marathon, is a top 20 marathon in the US and is nationally recognized by Runners' World as one of "Ten Great Marathons for First Timers." The ninth annual running was held on Nov. 5, 2016, with record participation growing to 19,000 participants....[more](#)

This week's jobs

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

PLACE A JOB AD

Account Assistant - Indiana Hospital Association. The Accounting Assistant is responsible for the accounts payable and receivable procedures for the Indiana Hospital Association, Friends of Indiana Hospitals and...[more](#)

ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

Director of Organizational Development - Indiana Farm Bureau, Inc. Indiana Farm Bureau, the state's largest general farm organization with more than 250,000 members, has provided services and programs to its members since...[more](#)

Hospitality Coordinator (part-time) - Orchard Park Presbyterian Church. Do you have a passion for creating warm, welcoming spaces and processes to help others serve [more](#)

PROGRAMS

Interpreter - Indianapolis Zoo. Our Interpreters facilitate various on-grounds experiences for the Zoo's Education Department. This includes monitoring and interpreting at the Simon Skjodt...[more](#)

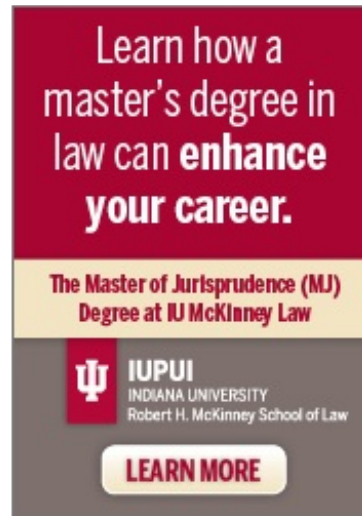
Program Educator (part-time) - Indianapolis Zoo. Personal passion about advancing animal conservation, both locally and globally, is a primary job responsibility of every employee at the Indianapolis Zoo. It is the...[more](#)



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Last week's jobs

FUND DEVELOPMENT

Gift Planning Officer, Indiana/Kentucky Regions - American Red Cross. As one of the nation's premier humanitarian organizations, the American Red Cross is dedicated to helping people in

need throughout the United States and, in...[more](#)

Stewardship Manager - United Way of Central Indiana. Advance the mission of United Way of Central Indiana by growing and retaining revenue from existing major donors (\$10,000+). Develop and execute strategies...[more](#)

Assistant Director of Development - Ivy Tech Community College. Ivy Tech Community College prepares Indiana residents to learn, live, and work in a diverse and globally competitive environment by delivering professional,...[more](#)

Philanthropic Advisor - Central Indiana Community Foundation. If you've always wanted to find a place where you are surrounded by people as intelligent, dedicated, and passionate about the transformative power of...[more](#)

FINANCE

Director of Finance and Operations - Little Red Door Cancer Agency Inc. Responsible for directing all areas of finance, accounting, financial reporting, human resources, and facilities management. Position is responsible for...[more](#)

ADMINISTRATIVE/MANAGEMENT

Manager, Professional Services - Indiana Donor Network. As the Professional Services Manager you'll be responsible for oversight of the Professional Services department operations to achieve donation and transplant...[more](#)

Community Impact Coordinator, Great Families 2020 Grant - United Way of Central Indiana. (Grant funded position) We recognize that the key to success is a strong and cohesive team that works through shared values to achieve our mission. This ...[more](#)

Coordinator of Advocacy and Educational Resources - Music for All. Music for All is seeking a qualified candidate for an Advocacy and Educational Resources Coordinator. This position will work under the direction of the Director...[more](#)

Office Manager - Theta Chi Fraternity. The Office Manager is responsible on a daily basis for ensuring the smooth operation of the office and administrative functions, as well as supervise the...[more](#)

Receptionist (Full and part-time) - St. Paul Hermitage Retirement Community. Looking for person to be the public face of St. Paul Hermitage Retirement Community. Must enjoy meeting and talking with people, have a pleasant...[more](#)

COMMUNICATIONS/MARKETING/EVENTS

Special Events Internship (Part-time) - United Way of Central Indiana. We recognize that the key to success is a strong and cohesive team that works through shared values to achieve our mission. The Special Events Intern...[more](#)

PROGRAMS

Forensic Interviewer - Susie's Place Child Advocacy Center. (Bloomington and Terre Haute locations) Susie's Place is seeking forensic interviewers for our Bloomington location and our upcoming Terre Haute location...[more](#)

Youth Activity Coordinator (Part-Time) - Martin Luther King Community Center. Martin Luther King Community Center is seeking a part-time team member to join the Neighborhood and Family Advocate project as the Youth Activity Coordinator. ...[more](#)

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

Program Officer, Great Families 2020 (Grant Funded Position) - United Way of Central Indiana. Provide support to sub grantees of UWCI's Great Families 2020 (GF2020) Initiative, a new initiative funded by the Social Innovation Fund (SIF), a federally ...[more](#)


Economic Development Program Officer - LISC Indianapolis. The Economic Development Program Officer will be responsible for leading LISC's efforts to drive reinvestment in targeted urban commercial & industrial ...[more](#)

Program Officer, Great Places 2020 - LISC Indianapolis. LISC Indianapolis invites applications

for a Program Officer who will work with neighborhood groups to help achieve community transformation. The Program ...[more](#)

Project Ready College Readiness Program (part-time) - Indianapolis Urban League. The P-T staff position will work with the Indianapolis Public Schools (IPS) students and their families to provide them with academic enrichment activities. IUL staff is...[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.