



Charitable Advisors

# Not-for-profit News

INDIANAPOLIS

sponsored by



February 23, 2016

**New job board this week:** Charitable Advisors has upgraded its Nonprofit Job Board. For more information, [click here](#).



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FEATURES

## Gender pay gap hurts women in retirement

By Mark Miller, Reuters reporter, Minneapolis Star Tribune

Women who work full-time, year-round, made just 79 cents for every dollar paid to their male counterparts in 2014, U.S. Census Bureau data show.

But the injustice of the gender pay gap also impacts retirement security.

A woman who works full-time over a 40-year period loses \$435,480 in lifetime income

(today's dollars) due to the wage gap, according to the National Women's Law Center, a nonprofit legal and advocacy group.

The income gap translates directly to lower income from Social Security and pensions -- since those benefits are determined by wage history -- and it hampers the capacity of women to save for retirement.

And since women typically live longer than men, savings often must be stretched across more years of retirement.

Paying women less than men for the same work has been illegal since 1963. Seven years ago, President Obama signed the Lilly Ledbetter Fair Pay Act, which makes it easier for workers to challenge pay inequality. He announced last month that employers with more than 100 workers will be required to start reporting compensation data by gender to the federal government. [Read more.](#)





## Women leaders excel in every way in the nonprofit sector, except pay

By Peter York, chief research and learning officer, TCC Group

TCC's new research shows that while women leaders outperform men in nearly every way, they are not equally compensated. [Read more.](#)



## The gap

By Christine H. O'Toole, freelance writer, Heinz Endowment

When Patricia Arquette used her Oscar acceptance speech to demand fair pay for women, it wasn't just Hollywood stars who gave her a rousing ovation. [Read more.](#)

### Sponsor's insight



## Mindfully managing millennials

By Jeremy York, HR field representative, Synergy

As an HR professional, managers often ask for advice on how to best manage their millennial staff. Many of them express frustration that the traditional management methods used in the past are no longer effective.

Why? It's because millennials are unlike any other generation currently in the workforce. They work differently, think differently, and have different expectations from employees we have managed for years.

First of all, who are millennials? Millennials were born from 1981-2000 and are often referred to as "Generation Next." They are fiercely independent and value achievement, diversity, work/life balance and open communication. Millennials grew up with technology at their fingertips, had a best friend named Google, and received recognition not just for winning, but for participating. [Read more.](#)



### LOCAL NEWS

## People on the move



Christamore House Family and Community Center named **Pitt Thompson III** as CEO. Thompson replaces outgoing CEO, William Scott, who retired. Thompson is a former vice president at Indiana University Health and active community member.



Marian University has named **Saib Othman** associate provost of academic affairs. In this newly created position, he will provide leadership and budgetary oversight for five academic areas; drive efforts around assessment of learning outcomes, faculty recruitment and development and ensure that the institution meets its academic and related goals. He previously worked at Aurora University in Illinois.



Teachers' Treasures welcomed **Brittney Schultz** as resource development coordinator. Schultz is a recent IUPUI Tourism, Convention and Event Management graduate.

During her final term she served as an intern at Teachers' Treasures.



**Leigh Morris** has been appointed interim president and chief executive officer of the South Shore Leadership Center. He is former chairman of the Northwest

Indiana Regional Development Authority.



Trine University has added two medical professionals to lead its emerging Master of Physician Assistant Studies program.

**Dawn LaBarbera** has been named director

and **Dr. Emilio de Jesus Vazquez** has been named medical director.

## Announcements

The **Indiana Commission on Higher Education** approved several projects and six new degrees for colleges across the state. [Read more.](#)

This month, Amazon's Whitestown fulfillment center gave more than \$55,000 worth of food and personal care items to **Gleaners Food Bank of Indiana**. [Read more.](#)


**Gennesaret Free Clinics of Indianapolis** is now accepting nominations for this year's humanitarian award through March 18. [Read more.](#)

The **Junior League of Indianapolis (JLI)** is accepting applications for Trust Fund Grants. These grants support nonprofit organizations in Marion County that serve children with physical or developmental disabilities. This funding cycle the League expects to award approximately \$30,000. [Read more.](#)

**Program targets cybercrimes against Indiana youth.** Indiana State Police announced its new Internet Crimes Against Children program. Its task force is training three civilian youth educators to make presentations in Indiana schools, churches and other organizations. [Read more.](#)

Community Solutions' **Pro Bono application** for free services is available. Its Pro Bono program includes 120 hours of services provided over a 12-month period. Once an applicant is selected, Community Solutions and the selected organization will develop a scope of work detailing how the hours will be used based on the needs identified. Submissions are due by March 11. For more information, [click here.](#)

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CPA GROUP



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## Professional development

**Crisis Prevention Symposium** March 1 and 2 at Noblesville Police Department (135 S. Ninth St.)

sponsored by SPEA. Explore best practices and police issues that involve ethical dilemmas. For more information and to register, [click here](#).

AFP-IC Brown Bag Series sponsored by Bloomerang. **The importance of having a major gifts program in your fundraising organization** on March 2 from noon to 1:15 p.m. at WFYI's Community Room (1630 N. Meridian St.) for a presentation by Duke Haddad from the Salvation Army Indiana Division. Free to AFP members, \$15 for nonmembers. Please register, [click here](#).

**Five tips to write the ultimate fundraising cover letter** webinar on March 9 at 3:00 p.m. How writing appeal letters is actually really good practice for writing fundraising cover letters. Free. To register, [click here](#).

HR Nonprofit Peer Group: **Managing stress and staff burnout** on March 17 from 8:30 - 10:30 a.m. at Keep Indianapolis Beautiful (1029 Fletcher Ave.). The last half hour will be optional training on the upgraded Charitable Advisors' job board. This training is ideal for HR personnel who post jobs and collect resumes. To register, [click here](#).

**Business model thinking: Does your board understand your model for impact? webinar** on March 31 from 2:00 - 3:00 p.m. (ET). Board Source members free | Nonmembers \$75. For more information and registration, [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).

**The Joseph Maley Foundation** needs volunteers to participate as mentors in a four-week adaptive basketball clinic (St. Luke Catholic Church, school gym) to serve children of all abilities, ages 3 to 21. Clinic is in March and April. [Learn more](#).

**Child Advocates** is looking for individuals who are interested in becoming volunteer educational advocates for children in foster care. Educational advocates will meet with staff educational liaisons, work with families and work with schools to enable our children to achieve improved educational outcomes. Strong preference for a background in education. If interested, contact Adrienne Reed at [adrienne@childadvocates.net](mailto:adrienne@childadvocates.net).

**Ronald McDonald House of Indiana** needs guest services volunteer. Volunteers are the heart of the Ronald McDonald House and keep its House running smoothly so families can focus on the health of their child. Contact [mfriend@rmhindiana.org](mailto:mfriend@rmhindiana.org).

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## Swap

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

**DONATE:** FlashPoint has a printer/copier that it would love to donate to local nonprofit organization. Canon ImageRUNNER 2270, black and white printer/copier, 22-page per minute (we also have two extra toner cartridges and the manuals that go with it. Contact Nita Brooks at [nita@flashpointhr.com](mailto:nita@flashpointhr.com).

**DONATE:** Two HP LaserJet 35A , #92+93 ink cartridges (one available) and 96+97 ink cartridges (one available) and 96+97 ink cartridges (one available). Must pick up near 91st and Meridian. Contact Theresa Brun at [theresa@brookesplace.org](mailto:theresa@brookesplace.org).

The **VICIOUS CYCLE** of fundraising is here.

Blame the **DD** or the **ED**?  
Join the conversation today.



DEVELOPING SMARTER  
**PEOPLE STRATEGIES**

FIRST PERSON



TRENDS / RESOURCES

## National news



**[Cancer Society hopes crowdfunding attracts millennial donors.](#)** The American Cancer Society is, for the first, time targeting millennial donors to give to cancer researchers using something increasingly popular with this tech-savvy generation.



**[A philanthropist drills down to discover why programs work.](#)** Philanthropist studies why some youth-focused nonprofits are more effective and publishes a how-to-guide for groups.



**[Promoting nonprofit events through social media.](#)** Your nonprofit's next event, big or small, will likely be announced and hyped up using social media. How effective are current strategies?



**[Advice and tips for nonprofits about annual reports.](#)** Whether you are just starting out creating an annual report or if you are ready for more advanced tips, here's a place to get started.

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## Sponsors' insights

*BKD*. [The PATH Act's Impact on NFP Organizations](#). The Protecting Americans from Tax Hikes Act of 2015 (PATH Act), made several incentives that affect nonprofit (NFP) organizations permanent rather than merely extending them for another year. These now permanent incentives will continue providing resources that charitable organizations need to carry out their work.

*Netlink, Inc.* [What's new in Windows 10](#). Learn about top new features in Microsoft's latest operating system.

Portfolio management services for nonprofits.

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## 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](mailto:Bryan@charitableadvisors.com) or 317-752-7153 to learn how your business or organization can become a sponsor of the Not-for-Profit News.*

#### Legal/Administrative

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

#### Human resources

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

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

#### Technology, software, services

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

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

#### Finance/accounting/bookkeeping

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

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

#### Marketing/digital fundraising

**Balance Marketing:** specializes in maximizing nonprofit's ability to connect, engage and inspire investment in its cause through digital and interaction communication practices.

#### Banking/asset management

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

#### Transition/retirement

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

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

#### 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

organizations and individuals.

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

**VonLehman CPA & Advisory Firm:** goes beyond accounting, tax and auditing services and provides business advice and turnaround services for nonprofits in an ever-changing business landscape.

### Fund development

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

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

and skills necessary to pursue further graduate study or to enter the field as a nonprofit professional.

**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.

**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.

### Leadership Development

**Radiancy Coaching Partners:** Leadership coaching and personal development for nonprofit staff, volunteers and board members to help get the right projects done with heart.



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## Real estate

[PLACE A REAL ESTATE AD](#)

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)



702- 6079.

### 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-



### Affordable-near Eastside office space

Located in the Genesis Plaza, this 1,937 square feet of affordable business/office space is available. Conveniently located near I-70 at 2855 N. Keystone Ave. The single story facility has a security system and free parking. Other nonprofits on located on site. Five minutes from downtown. For more

information or to arrange a visit, contact Dan Wegg at (317) 957-2042 or by email at [dwegg@IUHealth.org](mailto:dwegg@IUHealth.org).



### The Sol Center is the perfect place for your next gathering

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



### Vibrant nonprofit setting

**Opportunities to collaborate** in this high-energy, nonprofit office building with groups representing education, environmental, faith and social services. 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.



### 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.](#)



JOBS

## This week's jobs

**PLACE A JOB AD**

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

**Double the exposure in your hiring and recruiting efforts.** For an extra \$25, job ads can also be posted in the Cincinnati Not-for-profit News which is published every Thursday at noon. [Learn more.](#)

**NEW JOB BOARD** — Charitable Advisors has upgraded the Nonprofit Job Board to the latest mobile-friendly version from ExactHire. Readers will automatically land on the revised Job Board home page. If it does not automatically re-direct, please go to [our website](#) and click on "Nonprofit Job Board" for postings. For more information, [click here](#).

## EXECUTIVE

**Executive Director - Indiana Parkinson Foundation.** Founded in 2009, the mission of the Indiana Parkinson Foundation (IPF) is to



improve the daily lives of people with Parkinson's mentally, physically, and...[more](#)

## COMMUNICATIONS/OUTREACH/VOLUNTEER MGMT

**Marketing and Community Relations Specialist - Indianapolis Urban League.** Position will assist in the planning, development, design, implementation and execution of the strategic and tactical marketing and communications for...[more](#)

**Customer Relations Manager - AYS, Inc.** Responsible for the leadership of the customer relations team. Manages efficient, effective and customer friendly policies and procedures related to registration...[more](#)

## ADMINISTRATIVE LEADERSHIP/SUPPORT

**Legal Secretary - Indianapolis Legal Aid Society.** The Indianapolis Legal Aid Society provides legal assistance to underprivileged clients in central Indiana...[more](#)

**Administrative Assistant (part-time) - Adoptions of Indiana**  
Adoptions of Indiana is a private, non-profit, licensed child-placing agency that provides adoption services to expectant mothers, and birth and adoptive...[more](#)

## FUND DEVELOPMENT

**Development Officer - The Indianapolis Public Library Foundation.** The Indianapolis Public Library Foundation is the not-for-profit fundraising arm of The Indianapolis Public Library. The Development Officer will manage...[more](#)

**Development Coordinator - Keep Indianapolis Beautiful, Inc.**  
The Development Associate is responsible for all administrative aspects of the Development Department. Manages donor database, prospect research...[more](#)

**Chief Development Officer - Planned Parenthood of IN & KY.**  
We are a trusted healthcare provider, an informed educator, a passionate advocate, and a global partner helping similar organizations around the world...[more](#)

## DATA MANAGEMENT

**Data Specialist - St. Vincent Indianapolis Hospital.** The St. Vincent Foundation raises funds to benefit the St. Vincent ministries and the patients and families it serves, and is currently seeking a...[more](#)

**Family Communications and Database Manager - Jameson.** The Family Communications and Database Manager will be responsible for managing Summer Camp Registration, Recruitment, and Marketing efforts...[more](#)

## PROGRAMS

**Bilingual Legal Assistant - Neighborhood Christian Legal Clinic.** The Neighborhood Christian Legal Clinic is looking for a compassionate and driven person to "seek justice, love mercy, and walk humbly with God"...[more](#)

**Liaison - Children's Bureau, Inc.** Do you enjoy achieving results to help improve others' quality of life? Are you known for your ability to juggle priorities in a fast-paced environment? Do...[more](#)

**Case Manager - Children's Bureau, Inc.** Do you have a heart for abused and neglected children,

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and a passion for helping strengthen families? Are you known for your ability to accurately assess...[more](#)

**Compliance and Evaluation Manager - AYS, Inc.** Responsible for managing compliance within AYS with all applicable state government, federal government and accrediting bodies' regulations. Ensures...[more](#)

**Program & Event Coordinator - Midtown Indianapolis, Inc.** The Program & Event Coordinator position reports to the Executive Director and works collaboratively with the Midtown, Inc. Board of Directors...[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...[more](#)

**IndyEast Promise Zone VISTA Members - John H. Boner Community Center.** The John H. Boner Community Center is looking for five IndyEast Promise Zone VISTA members to work with committee chairs to achieve goals related...[more](#)

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## 90-day ads

**Indianapolis Teaching Fellows.** Train to become a certified teacher in Indianapolis with Indianapolis Teaching Fellows. Transform your academic background and professional experience into a high-impact career as a certified teacher in...[more](#)



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## Last week's jobs

### EXECUTIVE

**Executive Director - Indiana Connected By 25, Inc.** Indiana Connected By 25 seeks a full time Executive Director. This position provides leadership in fulfilling the mission of Indiana Connected by 25. The Executive Director reports to the board of directors and has overall...[more](#)

**CEO - INARF.** INARF, a statewide trade association based in Indianapolis, IN, with over 80 member agencies providing services to persons with disabilities, is seeking a Chief...[more](#)

### COMMUNICATIONS/OUTREACH/VOLUNTEER MGMT

**Director of Discipleship and Community Building (part-time) - Good Samaritan Episcopal Church.** Part-Time (20 hours/week) Good Samaritan Episcopal Church is a growing community of open-minded Christians who seek to do what Jesus taught us: to include, love, and serve all people without exception. The...[more](#)

**Community Outreach Coordinator - Senior Home Companions.** The Community Outreach Coordinator develops relationships in the community to promote Senior Home Companions and generate referrals. The Community Outreach Coordinator is responsible for initiating and maintaining...[more](#)

**Director of Communications - Central Indiana Community Foundation (CICF).** Looking to work with people as intelligent, dedicated, and passionate about the transformative power of philanthropy as you are? Then welcome to Central Indiana Community Foundation (CICF). CICF is seeking an...[more](#)

**Marketing and Communications Associate - 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 elevating its own profile among key audiences. We are looking for a Marketing and Communications...[more](#)

**Manager of Volunteer Services - Second Helpings.** Second Helpings is seeking a Volunteer Services Manager to supervise the nonprofit agencies robust volunteer program, including recruiting, screening, selecting, and training...[more](#)

#### **ADMINISTRATIVE LEADERSHIP/SUPPORT**

**Administrative Assistant (part-time) - The Salvation Army.** (28 hours part-time) Under the supervision of the Service Extension Director, this position provides administrative and secretarial support for the five person Service Extension team. The administrative assistant...[more](#)

**Administrative Assistant (part time) - Carmel Clay Public Library Foundation.** (Part time: 24 hours/week) This critical position provides effective and timely support for the Foundation Director...[more](#)

#### **ARTS/MUSEUMS**

**Collection Manager - Museum of Miniature Houses.** The Museum of Miniature Houses, one of only five museums in the U.S. dedicated to exhibiting scale miniatures, is seeking a Collection Manager to work alongside the Executive Director and Operations Manager...[more](#)

#### **FUND DEVELOPMENT**

**Annual Giving Officer - St. Vincent Foundation.** The St. Vincent Foundation raises funds to benefit the St. Vincent ministries and the patients and families it serves, and is currently seeking an Annual Giving Officer. This position is charged with overseeing all annual fundraising...[more](#)

**Director of Development - Timmy Global Health.** We are hiring an experienced, dedicated Director of Development to oversee development operations and fundraising for our annual budget of \$1 million. You will oversee all fundraising and revenue-generating activities...[more](#)

**Development Officer/Marketing-Development Consultant - HealthNet.** HealthNet is seeking an experienced development/marketing professional, with a passion for improving access to health care for those in need, to lead its fundraising efforts. Through its network of 11 community-based...[more](#)

#### **FINANCE**

**Accounts Payable Representative - Indianapolis Museum of Art.** The Accounts Payable Representative will ensure financial transactions are recorded, classified, reconciled and summarized in an accurate and timely manner according to generally accepted accounting principles and...[more](#)

#### **PROGRAMS**

**Health and Wellness Project Assistant (part-time) - Indianapolis Urban League.** The position will be responsible for assisting with coordination, facilitation and administration of IUL Project Wellness programs and other health and wellness initiatives designed to improve health, well-being and quality...[more](#)

**Director of Programming & Evaluation - Timmy Global Health.** We are hiring an experienced, dedicated Director of Programming and Evaluation. You'll lead our growing US-based and international Program Team and use your expertise to guide program measurement, implementation...[more](#)

**Employee Assistant Representative (EAR) - RecycleForce.** The EAR completes intake and orientation processes resulting in a comprehensive employment Plan of Action with each new transitional employee. Monitors progress toward the goals outlined in each employee's plan...[more](#)

# Charitable Advisors

Leadership Transition · Planning · Not-for-Profit News

Charitable Advisors LLC

P.O. Box 501245

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

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