

Two nonprofits could face fines totaling more than \$47,000 from the city Ethics Commission for failing to accurately report how much they had spent on lobbying at City Hall.

Ethics Commission staffers have proposed a fine of \$30,000 for the Los Angeles Alliance for a New Economy, an influential organization that has successfully pushed to raise wages for hotel and airport workers, and \$17,500 for the Hospital Assn. of Southern California, a regional trade group for hospitals. [Read more.](#)

lobbying, they might think of a relationship like oil and water: they don't mix. There is a widespread perception that nonprofits cannot lobby, or if they do lobby, they are exploiting some kind of legal loophole. The fact is that nonprofits, even 501(c)(3) organizations, which are the most restricted type of nonprofits, may legally lobby. Getting involved in the legislative process and having a say in policy discussions is not just an appropriate role for nonprofits; it is vital. If nonprofits are not speaking on behalf of their often-vulnerable communities, chances are nobody else is either. [Read more.](#)

Sponsor's insight



Do you know your full costs and recover them?

By Jim Simpson, CPA and director, Financial Technologies & Management

Last year, the Nonprofit Finance Fund in its State of the Nonprofit Sector reported that only seven percent of nonprofits received full project costs from foundations.

Let's make sure we have the same definition for defining full costs because it is not just expenses. Using the following formula helps to define what denotes full costs: day-to-day operating expenses + reserves + fixed asset additions + debt reduction.

Nonprofits that recover full costs prevent financial crises and interrupted services and enable leaders to stay focused on mission and related outcomes.

Many nonprofit organizations don't know their full costs and settle for less recovery than full costs. [Read more.](#)



LOCAL NEWS

People on the move



Leadership Indianapolis has announced a series of promotions and an addition to the team. **Rebecca King** has been promoted to vice president of programs and alumni relations. **Adrienne Slash** (left) has been promoted to program director, civic boot camp & LEAD and event director, Get on Board and Civic Leadership Summit. **Jody Dedon** (right) has been hired as the director of advancement.



Indiana University has announced **Raj Acharya** as the next dean of the IU School of Informatics and Computing. He will begin his new role July 1. Acharya currently serves as professor and director of the School of Electrical Engineering and Computer Science at Penn State University. - Inside Indiana Business



Volunteers of America of Indiana Inc. has selected **John von Arx III** as president and chief executive officer. He previously was the first head of the state's largest community corrections agency, superintendent of the state's largest juvenile detention center, two-term elected auditor of Marion County. He also served on the staff of Gov, Mitch Daniels as the justice/public safety policy director. - Inside Indiana Business



Stephanie M. Parton, director of marketing communications at the Indiana CPA Society, was named vice chair of Winter Board of Regents for the U.S. Chamber of Commerce Foundation's Institute for Organization Management.

Announcements

Verify your email address. To ensure that your organization receives the Charitable Advisors 2016 Nonprofit Salary Survey, we are doing an accuracy test this afternoon. HR directors or executive directors will receive a click through URL link from ERASurveys@HRxperts.org. If you do not receive this test today, please contact Julie Struble at Julie@CharitableAdvisors.com.

The 500 Gives Back Committee, part of the **100th Running Host Committee**, is offering \$50,000 in grants to Indiana community organizations. The grants are intended to turbo charge new or established events, programs or place-making programs that will enrich the lives of Hoosiers and leverage the celebration around the 100th running of the Indianapolis 500. [Read more.](#)

Christel House Academy received an Interactive Intelligence Foundation grant for STEM-related programming and technology opportunities for at-risk youth. The grant allows Christel House Academy to form partnerships with the University of Indianapolis for STEM-themed activities and Campdown, an outdoor program for youth, for environmental and leadership programs.

Janus Developmental Services has been awarded a grant from the Indiana First lady's Charitable Foundation. The funds will help support the Aktion Club art fair on May 14. The Aktion Club is sponsored by the Nobleville Kiwanis and all proceeds benefit a local special education program.

The Indiana Youth Institute released the **KIDS COUNT in Indiana 2016 Data Book: A Profile of Child Well-Being**, a project of the Annie E. Casey Foundation. [Download the data book here.](#)

Job skills programs land millions. More than a dozen organizations will share over \$11 million in Skill UP Indiana! grants. The Indiana Department of Workforce Development says the funding will support efforts to equip Hoosiers with necessary skills to fill a projected one million job openings over the next decade. [Read more.](#)

The Marion County Commission on Youth, Inc. (MCCOY) recently moved its offices to 1375 W. 16th St. in Indianapolis, near the Indians' former stadium. Watch for its open house announcement.

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Professional development

Interview techniques (CIAVA Monthly Meeting) on March 10 at 8:00 a.m. at Indiana Landmarks (1201 Central Ave.). Join us for an interactive plan of your peers, as we discuss different interview techniques and the importance of using interviews in placing the right volunteer in the right job. Cost: \$17. To register: [click here.](#)

Donor communications that engage and retain donors' workshop on March 16 from 9:00 a.m.-noon at Ball State University Alumni Center (Assembly Hall, 2800 W. Bethel Ave., Muncie.) Cost: \$30. This workshop will focus on how to effectively communicate with your donors in order to increase your retention rates. It will also focus on what can be done about retaining donors and building donor loyalty. To register and for more information: [click here.](#)

AFP Education luncheon on March 16 at 11:30 a.m. registration and program at noon at The Willows on Westfield. Program features Jay Love, CEO and co-founder of Bloomerang, who will provide professional fundraisers easy guidelines for getting maximum lifetime value from donors. Cost: \$30 for AFP members, \$60 for non-members. [Register online 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 upgraded Charitable Advisors' job board training. This training is ideal for HR personnel who post jobs and collect resumes. To register: [click here.](#)

The sixth annual **IUPUI Nonprofit Expo** on March 22 from 1 to 4 p.m. (set-up and networking at

noon) at the Campus Center in Downtown Indianapolis. The career fair is specifically for nonprofit, government and community organizations that offer volunteer, internship and/or employment opportunities. Organizations can register for a booth for \$100 or be a sponsor with additional exposure for as little as \$200. An early-bird discount is available for a limited time. [Read more.](#)

Community Foundations and Community Philanthropy Research Symposium on March 31 to April 1 at IUPUI (University Hall, Conf. Room 1006, 301 University Blvd.). The research conference will focus on new scholarship and research from around the world, specifically about community foundations and community philanthropy. More information and to register: [click here.](#)

Opportunity Indianapolis (April 14 - 15 or August 18 - 19, 2016) is a unique two-day field trip around the city, making it the perfect way to get introduced to Indy's places, leaders and issues. A must-do if you are new to the city, new to your job or just looking for ways to make an impact in the community. Cost: \$650, with limited scholarships available. For more information: [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.

Pack Away Hunger needs 50 volunteers on March 5 from 9 a.m. to noon to help put labels on blank bags. There will be beverages, food and music. [Please register at its website.](#)

Join us in the **Indianapolis Museum of Art Café** for its first **volunteer mixer and open house** on March 10 from 5:00 to 7:00 p.m. Whether you are a veteran volunteer, a new volunteer or just someone who loves the IMA and is interested in donating time and talents to the museum, this is the event to attend. There will be opportunities to gain more information on volunteerism at the IMA. Please R.S.V.P. to cmorehead@imamuseum.org.

Have you wanted to volunteer? Well, Girls Inc. is waiting for you! We are currently seeking strong, smart and bold adult volunteers to help us deliver our fun, hands-on programming to girls in the Greater Indianapolis area. Commitment is one hour a week, one day a week, for six consecutive weeks. To volunteer, visit the website: www.girlsincindy.org and apply. For more information contact Nakisha Jones njones@girlsincindy.org or 317-522-2608.

Swap

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

NEED: Love INC needs the following: paper towel, Kleenex, laundry soap, dryer sheets, all purpose cleaner, baby wipes, mouth wash and diapers (number 3s not needed). Drop off at office (737 W. Green Meadows Dr., Suite 2200, Greenfield) on weekday mornings or at Monday through Thursdays at ReaLife (971 W. US 40). For more information: [click here.](#)

NEED: Spay-Neuter Services of Indiana (SNSI) has the following needs for furniture: desk chair on wheels (black or charcoal), office side chairs (matching if possible), steno chairs. SNSI can be reached at 317-762-0912 ext.101 or info@getthemfixed.org.



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TRENDS / RESOURCES

National news



[12 winning blogs your nonprofit should follow this year.](#) If you're a nonprofit professional you know that running an effective organization requires constant learning.



[Facebook launches site to boost nonprofits' use of its tools.](#) Its new website is designed to assist in using promotional tools and part of an ongoing effort to expand its integration.



[Top legal resolutions for nonprofit leaders in 2016.](#) Attorneys provide a snapshot of 10 critical legal compliance areas that may impact nonprofits.



[Charitable Giving Report.](#) In 2015, nonprofits raised more than \$18.2 billion in total fundraising and \$2.2 billion online.

Sponsors' insights

FirstPerson Advisory. [Brackets for Good: Changing the world of fundraising.](#) Local nonprofits share their experiences with BFG and how it's changed the way they fundraise.

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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 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.

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 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

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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.



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.



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 ic@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.](#)

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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.](#)

EXECUTIVE

Executive Director - Home With Hope. Home With Hope in Lafayette Indiana provides a structured living facility and support programs for individuals working through recovery...[more](#)

FUND DEVELOPMENT

Vice President, Development and Public Relations - Girls Inc® of Greater Indpls. Participate in the leadership team of the organization with specific responsibility for Development and PR strategy and implementation...[more](#)

Senior Director of Annual Giving - Ball State University Foundation. Do you have higher education experience in the annual giving areas of phonathon, direct mail, employee giving, and/or electronic...[more](#)

Development Officer - Indiana Masonic Home Foundation. The Indiana Masonic Home Foundation (IMHF) provides financial support - both operating and capital improvement - to the Indiana Masonic...[more](#)

COMMUNICATIONS/OUTREACH/MARKETING

Communications Specialist - Campaign for Growth - Kiwanis International. The Communications Specialist will serve as the primary point of contact of the campaign team working with the communications team...[more](#)

Foster Parent Recruitment and Retention Specialist - The Villages. Become a part of a dynamic team that's creating brighter futures for our community's children! The Villages, Indiana's largest child and family...[more](#)

Digital Media Intern (part-time) - Children's Bureau, Inc. Are you visually creative but analytical too? Do you thrive on the fast pace of social media marketing? Do you care about the reason behind...[more](#)

Communications Coordinator - Indianapolis Bar Association. The Communications Coordinator will be responsible for planning, writing, producing and managing content for marketing, branding, promotions...[more](#)

Public Relations Coordinator (Part-Time) - Keep Indianapolis Beautiful. Promotes and supports the work of Keep Indianapolis Beautiful through communication and outreach efforts on a part-time basis...[more](#)

Mission Communication Coordinator (Part-time) - Union Chapel United Methodist Church. Union Chapel United Methodist Church is a growing church of Open Doors, Open Hearts and Open Minds,

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EVENTS/VOLUNTEER MGMT

Director of Events - Indy Chamber. Director of Events contributes to Chamber goals of membership, community, revenue, and relationship growth by overseeing and managing...[more](#)

Volunteer/Special Events Intern (Summer 2016) - Children's Bureau, Inc. Spend your summer getting real world, hands-on professional experience at one of Indiana's oldest and most respected not-for-profit...[more](#)

GUEST SERVICES

Guest Services Manager - Conner Prairie. Conner Prairie's Guest Services Manager is responsible for providing operational leadership and management to the Guest Services...[more](#)

Guest Services Assistant (part-time) - Ronald McDonald House of Indiana, Inc. The Ronald McDonald House of Indiana has been serving the needs of families of critically ill or injured children since 1982. Our primary...[more](#)

OUTREACH

Lead Organizer - Early Learning Indiana. In order to secure support and expanded public funding for Indiana's emerging pre-K system, Early Learning Indiana's Partnerships for Early...[more](#)

Field Organizer - Early Learning Indiana. In order to secure support and expanded public funding for Indiana's emerging pre-K system, Early Learning Indiana's Partnerships for Early...[more](#)

ADMINISTRATIVE/LEGAL

Administrative Coordinator - Horticulture and Natural Resources - IMA. Administrative support to the Horticulture and Natural Resources Division for Director, Managers, Supervisors, including the Greenhouse...[more](#)

Legal Administrative Assistant - Charitable Allies. Charitable Allies is a 501(c)(3) charitable, public interest law firm. We serve the legal and administrative needs of our clients--charities and...[more](#)

Executive Assistant - Children's Bureau, Inc. This critical position provides effective and timely support for the CEO. Do you have a talent for hiring the perfect person for the job? Are...[more](#)

Office Support Coordinator (Part-time to Seasonal full-time) - Percussive Arts Society, Inc. Provides office support by ensuring daily office and administrative support functions to the PAS Executive Director, staff and PAS subscribers...[more](#)

Administrative Assistant (part-time) - Union Chapel United Methodist Church. Union Chapel United Methodist Church is a growing church of Open Doors, Open Hearts and Open Minds, working tirelessly to reach the community...[more](#)

DATABASE MANAGEMENT

Assistant Director for Financial Aid Systems - University of Indianapolis. The University of Indianapolis seeks applications for an Assistant Director for Financial Aid Systems. This is a full-time exempt staff position...[more](#)

ACCOUNTING/FINANCE

Accounting Manager - Connect2Help. Connect2Help, the largest 2-1-1 Center in Indiana and one of the largest in the country, is seeking an accounting manager. We will consider...[more](#)

PROGRAMS

External Education Liaison - Fairbanks Hospital. The Fairbanks External Education Liaison will develop and oversee external training for Fairbanks. The External Education Liaison will establish...[more](#)

Clinical Supervisor - National Youth Advocate Program. Provides support and supervision to the Home Based Services team; Conducts direct individual and group staff supervision, including but not limited to ...[more](#)

Licensed Therapist - National Youth Advocate Program. Provides families with appropriate diagnostic assessment, treatment planning, and individual mental health services in the home...[more](#)

Foster Care Treatment Coordinator - National Youth Advocate Program. Works closely with foster youth, families, treatment service providers, and other stakeholders, providing advocacy and support toward...[more](#)

VRSO Clinician - Choices Coordinated Care Solutions. We firmly believe every child deserves to be safe, in a place they call home. Because of this, it is our mission to strengthen individuals and...[more](#)

Child Advocate (part-time) - Coburn Place Safe Haven. The Children's Services Advocate represents the core values and mission of the organization and is responsible for advocating for each...[more](#)

Mentor Match Coordinator for Homeless Prevention - Trusted Mentors, Inc. Trusted Mentors is seeking to hire a Mentor Match Coordinator for their Homeless Prevention Track. The Mentor Match Coordinator is responsible...[more](#)

Youth Leader(s) (Part-time) - Union Chapel United Methodist Church. Union Chapel United Methodist Church is a growing church of Open Doors, Open Hearts and Open Minds, working tirelessly to reach the community...[more](#)

Spring Interview Event - Adult & Child. Schedule your interview today! Are you seeking a position in the field of behavioral health services? Adult & Child's Spring Interview event...[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](#)



Last week's jobs

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](#)

Families and Communications Manager - Jameson Camp.The Families and Communications Manager will be responsible for managing our communications and database functions with our families. This position will...[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, 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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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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