

[View this email in a browser.](#)



sponsored by



February 27, 2018

Follow Charitable Advisors [on Facebook](#) for news, trends and latest nonprofit job openings.



[Unsubscribe](#)

[SUBSCRIBE](#)

[FORWARD](#)

In This Issue

[FEATURES](#)

[LOCAL NEWS](#)

[TRENDS / RESOURCES](#)

[MARKETPLACE](#)

[JOBS](#)

[SUBMIT NEWS](#)



FEATURES

Two philanthropic approaches to strengthening Puerto Rico

About the series: NPQ recently talked to two foundation executives in Puerto Rico about philanthropic investments on the island, especially post-Hurricane Maria, and found that while both are focused on strengthening the nonprofit sector, they have two very different approaches. These two stories offer a glimpse into how the framing of the problem shapes the solutions, and, in this case, investments, which have shifted since the storm.

Puerto Rico's community foundation leads on local, equitable rebuilding

By Cyndi Suarez, senior editor, Nonprofit Quarterly

"The notion of systems, in terms of human development, is fairly new," says Nelson I. Colon, president and CEO of the Puerto Rico Community Foundation (Fundacion Comunitaria de Puerto Rico). He describes the design of systems on the island -- whether energy, education, or health -- as "basically one of central systems that distribute into smaller units," and sees this as part of the island's colonial heritage. "Everything is centralized and connected."

But, he notes, "Due to Maria, systems in Puerto Rico collapsed. People are managing the crisis in that smaller unit that we call a community. That is the surviving unit."

Like many leaders I spoke with in Puerto Rico, Colon asserts that the nonprofit sector is the first responder to that small unit. He says, "When the government was still trying to figure it out, the Army was still trying to figure out, FEMA was still trying to figure out, the nonprofit organizations were there. That's why I label them 'community first responders.'" [Read more.](#)



Puerto Rico's Foundation Network invests in large service nonprofits

By Cyndi Suarez, senior editor, *Nonprofit Quarterly*

Janice Petrovich, executive director and vice president of the Network of Foundations of Puerto Rico (La Red de Fundaciones de Puerto Rico), remembers when U.S. foundations used to fund in Puerto Rico. When Petrovich was a program officer at Ford, where she worked until 2008, it had some investments on the island. She also remembers before that, when foundations were helping to create community foundations and the Puerto Rico Community Foundation was created through grants made by Ford, Rockefeller, and Carnegie, among others.



Petrovich said, "I know for a fact there were leaders of Puerto Rican communities that would visit with US foundations and call them on there not being enough investment in Puerto Rican and Latino communities. This funding began in the '70s and all of this, I think, had to do with the civil rights movement and the mobilization of Latinos arguing for their fair share. So, there were some investments in the diaspora and Puerto Rico in the late '70s, '80s, and up to probably '90s. Then it began to wane. [Read more.](#)

Sponsor's insight

Ways for your board to use a salary survey

By Bryan Orander, president, *Charitable Advisors*

Since 2010, Charitable Advisors has produced a bi-annual salary report for Central Indiana's nonprofits to assist in determining competitive compensation and benefits for staff. Our

methodology has relied on your support in providing raw data to provide our area's actual compensation. For that we are grateful.

This Thursday (March 1), we will begin the information-gathering phase of our 2018 Central Indiana Nonprofit Salary Survey, and it seems the ideal time to explore how the final product can be a tool to benefit area nonprofits.

While the HR department most often uses salary surveys or to provide useful benchmarks when hiring new staff, here are three more ways that board members and staff leaders can use this information to help their organizations.

[Learn three ways to use salary survey.](#)

PLEASE PARTICIPATE

We want to encourage readers to make sure your nonprofit is participating to help produce a comprehensive sector report. If your organization hasn't received your link by Friday, March 2, please contact Kathleen@CharitableAdvisors.com.

As a thank you for your participation, the final report is free and will be sent in July.

General access to the report will be available in the fall on Charitable Advisors' website.



LOCAL NEWS

People on the move



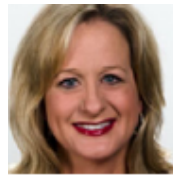
The Indianapolis Symphony Orchestra announced the hiring of Omaha Symphony leader **James Johnson** as the ISO's new chief executive. — *Indianapolis Business Journal*



The Indiana Recycling Coalition (IRC) announced selected **Allyson Mitchell** as its next Executive Director. Mitchell was previously director of sustainability at Prosperity Indiana.



Community Health Network has promoted North Region Chief Operating Officer **Kelly Barton** to vice president of product line strategy - Integrated Primary Care. Before coming to Community in 2016, she served as vice president for clinical operations for Wisconsin-based Gundersen Health System. — *Inside Indiana Business*



Community Health Network has named **Julie Pursley Oelschlager** communications manager for Community's north region. She is an Emmy-nominated journalist and broadcast veteran with a career spanning more than 27 years in markets including Valparaiso, South Bend, Fort Wayne and Indianapolis. — *Inside Indiana Business*



Trine University has named **Josh Hornbacher** executive producer of its new Trine Broadcasting Network and will oversee the live-streaming of Trine athletic and other events, manage game-day production in the control room in the new MTI Center and will continue to direct operations of the campus radio station, WEAX. — *Inside Indiana Business*



Colin Meadowcroft has been named senior producer and creative specialist at Trine University's Broadcasting Network. — *Inside Indiana Business*



Announcements

Wildflower Schools was given a \$250,000 **Mind Trust** grant to develop its model, which is used primarily in private schools, to fit a public charter school design. [Read more.](#)

100 Men Who Cook, volunteer chefs who prepare their favorite dishes, raised more than \$226,000 for **Outside the Box (OTB)**. OTB will use the funds to help expand services to people with intellectual disabilities. Old National Bank has hosted 54 events throughout their service areas with the money raised going to fund various causes.

Indianapolis-based nonprofit **Bloom Project** is launching a music-based coding program to the city this fall for kids, ages 12 and 18. Originally created by Georgia Tech, it aims to create interest in computing and engineering careers among young people. [Read more.](#)

The **Salvation Army** is preparing to move its state headquarters (3100 N. Meridian St.) as part of a deal struck with the adjacent Children's Museum of Indianapolis to buy the property. [Read more.](#)

The Impact of Diversity: Understanding How Nonprofit Board Diversity Affects Philanthropy, Leadership, and Board Engagement research reveals that boards with a higher percentage of women tend to have board members who participate more in fundraising and advocacy. The study was conducted by the Indiana University Lilly Family School of Philanthropy at IUPUI in partnership with Johnson, Grossnickle and Associates and BoardSource. Read more about the research and download the full report [here](#).

Professional development

Come join Giving Sum for a conversation with **Dr. Tyrone Freeman** on March 6 at 6:30 p.m. at Madame Walker Theatre Center (617 Indiana Ave.). Freeman will share how Madam Walker, an entrepreneur, activist and self-made millionaire shaped philanthropy and had a collective impact in the city. Cost: no charge. To register: [click here.](#)

Reinventing charity on March 8 at 6 p.m. hosted by St. Luke's United Methodist Church (100 W. 86th St.). The 15th annual Thomas H. Lake Lecture features Scott Harrison. Cost: no charge and open to the public. For more information, [click here.](#)

10 Principles of the evolved board: Evolutionary on March 16 from 8:30 a.m. - 1:30 p.m. at The Speak Easy (49 S. Meridian St.). This workshop is ideal for nonprofit executives, board chairs and board members. Cost: \$250, with CEO/ED's attendance, a board member free. [Register now](#), only 30 spots available!

Create a donor engagement plan with expert T.J. McGovern. During a three-part group series, McGovern will communicate with every participant the material relevant and applicable to your organization and situation. At the end of the series, you will clarify your organization's purpose, priorities and plan, have a simple visual presentation that will engage major-gift donors and a 1,000 day fundraising plan. First session on March 9 at 8:30 a.m. at Charitable Advisors (8604 N. Allisonville Rd., Suite 115). Registration ends March 2. [Learn more here.](#)

HR Nonprofit Peer Group session on March 15 from 8:30 -10:30 a.m. at Charitable Advisors (8604 N. Allisonville Rd., Suite 115) about anti-harassment and discrimination for managers and supervisors. HR professionals are encouraged to **bring someone from their leadership team**. To register, [click here.](#)

The Impact of Diversity: Understanding how nonprofit diversity affects philanthropy, leadership, and board engagement webinar on March 29 @ noon. Presenters include Dr. Una Osili, Lilly Family School of Philanthropy, Vernetta Walker, BoardSource and Angela E. White, Johnson, Grossnickle and Associates. To register: [click here](#).

Urban servant leadership unconference on Aug. 25th from 8:00 a.m. - 3:00 p.m. at Martin University (2186 N. Sherman Dr.). Learn from experienced community organizers how to network, advocate, sustain and grow as an emerging urban leader in Indianapolis. Cost: no charge. For more information, [click here](#).

[BACK TO TOP](#)



Volunteer opportunities

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

Indiana Artisan Marketplace needs volunteers on April 5 to provide set-up and tear-down help as well as hospitality to artisans, guests and staff before the doors open, during the Marketplace (The Exposition Hall at the Indiana State Fairgrounds) and after the doors close. Four-hour commitment. For more information, [click here](#).

Swap

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

DONATION: Large plush lion, 2 tigers, panda and 2 smaller monkeys that were used for party decorations, and now need a new home. Contact Jerry Gotway at jmgotway@indesign-llc.com.



TRENDS / RESOURCES

National news



[Mission, message, and damage control.](#) A practical, strategic, and comprehensive guide for



[Best practices hold the key to board governance issues.](#) Nonprofit board governance research is sparse, but Stanford's

the ways in which boards need to communicate with stakeholders when something goes wrong.

Graduate School of Business's 2015 Survey on Board of Directors of Nonprofit Organizations is an excellent tool.



Young donors are reshaping philanthropy.

Generation X and millennials are poised to be "the most significant philanthropists in history."



Facebook, Twitter lead social media

worldwide. Nonprofit organizations worldwide see social media as an effective tool for brand awareness, recruiting volunteers and online fundraising with Facebook leading the pack.

Sponsors' insights

Synergy. [How to assess and improve human resources practices in 2018.](#) Four areas to evaluate your HR department in an effort to improve its function and provide better support to your organization.

Need help finding
a new development
director?

alysterling
PHILANTHROPY

WE CAN HELP!

Jen Pendleton, CFRE
Vice President
jen@alysterling.com
C 317.504.6746

[alysterling.com/
executive-search](http://alysterling.com/executive-search)



Post an INTERN JOB AD in the
Indianapolis Not-For-Profit News
for only **\$88** thru 3/31/18

CharitableAdvisors
LEADERSHIP TRANSITION • PLANNING • NOT-FOR-PROFIT NEWS

CharitableAdvisors.com/post-a-job/indianapolis



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

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

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, bookkeeping, planning and board governance.

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.

Barnes Dennig: full-service accounting, tax and advisory firm that has expertise in assurance, internal controls, international tax and other disciplines with an eye to providing specialized insight for nonprofit leaders.

OneAmerica: Indianapolis-based financial services company, specializing in employee benefits, life insurance and helping nonprofits optimize retirement plans.

Fund development

Aly Sterling Philanthropy: is a full-service consulting firm specializing in building sustainable solutions for nonprofits. We provide fundraising, board governance, strategic planning and executive search services to organizations of all shapes and sizes.

Johnson, Grossnickle and Associates: Authentic strategic and philanthropic consulting firm that offers client-focused, highly-customized solutions. The firm specializes in assisting nonprofit groups with strategic planning, capital campaigns, development audits, feasibility studies and general fundraising counsel.

Banking/asset management

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

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

Indiana University Lilly Family School of Philanthropy: Our programs are the first in the nation to focus on philanthropy's history, culture and values. Additionally, they prepare graduates for leadership roles and deeper, more thoughtful and engaged practice in the nonprofit sector. Our master's program offers three ways to earn a degree: online, executive and on campus.

Indiana University Robert H. McKinney School of Law: Indianapolis's only law school offers students a rigorous course of study immersed in an environment of public service and community engagement. Students can choose from 350 overall experiential learning opportunities, where they gain hands-on legal training.

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.

Talent Search / Recruiting

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

Communications Support

CorComm Creative: communication agency with team of writers, designers and photographers dedicated to serving nonprofit executives and communicators who have big stories to tell and not enough time to tell them.

403(b) informed
Learn more about retirement resources for the tax-exempt market ►
ONEAMERICA®
C-30241

Portfolio management services for nonprofits.
DIAMOND
CAPITAL MANAGEMENT
Learn More >>

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. Until April 30, couples will receive \$100 off the rental fee. 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.



KDP headquarters: convenient and hospitable

Consider Kappa Delta Pi Headquarters for your next event. It is conveniently located on the Northwest side of Indianapolis near the Pyramids (I-465 and Michigan Road). Rental of KDP's facility comes with free on-site parking, use of a small kitchen, freedom to use the caterer of your choice, wireless Internet, presentation hardware, and capacity for small and large groups. The executive conference room is perfect for board meetings

or small work groups (up to 10), while the large conference room is perfect for holiday parties, staff gatherings (up to 80 depending on set-up), presentations, breakout sessions and more. [Learn more on KDP's website.](#)



Reserve St. Paul's meeting room for workshops, meetings, retreats and more!

Looking for a meeting space on Indy's Northside? St. Paul's Indy has space with a variety of [accommodations](#) for groups from 6 to 250. Building is handicap-accessible and has a large parking lot and ample street parking. Wifi and A/V equipment included, beverage service available on request. Rates begin at \$50 for for-profits and \$35 for nonprofits. Tours available on request to review rooms and amenities. Questions? Please contact Tana

Hunnicuttt at 317-253-1277 or thunnicuttt@stpaulsindy.org.



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.

Both spaces have access to kitchen/break room with tables/seating, refrigerator and microwave. Rental income supports KEY's mental health advocacy and education efforts. For information, contact Barbara Crane at barbaracrane@keyconsumer.org or 317-550-0008.

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



JOBS

This week's jobs

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

[PLACE A JOB AD](#)

EXECUTIVE

Executive Director - Dress for Success Indianapolis. Dress for Success Indianapolis (DFSI) is a not-for-profit organization whose mission is to empower women to achieve economic independence by providing a...[more](#)

Executive Director - Chin Community of Indiana. Chin Community of Indiana (CCI) is searching for an Executive Director. The Executive Director contributes to the growth and development of CCI through the...[more](#)

DEVELOPMENT

Director of Development/ Co-Director of Mission Advancement - Sisters of Providence. The director of development leads the creation and implementation of overall development strategy and specific fundraising plans to maximize the growth of...[more](#)

Grants and Foundations Director - United Way of Central Indiana (UWCI). Lead United Way of Central Indiana (UWCI) strategies and activities primarily, but not exclusively, to grow the giving and engagement of public and private...[more](#)

Development and Resource Director - The Cabaret. The Cabaret is a professional, 501(c) (3) nonprofit organization and Indiana's only organization dedicated to the art of professional cabaret performance. The...[more](#)

Senior Development Manager - March of Dimes. The Senior Development Manager is responsible for donor recruitment, development, cultivation, and activation, leading assigned events, and meeting...[more](#)

Major Gifts Officer - Culver Academies. Culver Academies is seeking a Major Gifts Officer to be based in Indianapolis, with a record of accomplishment in securing \$100,000+ gifts and annual gift total...[more](#)

ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

Operations Manager - Zeta Tau Alpha Fraternity. The Operations Manager plays a central role in ensuring an orderly, responsive and efficient ZTA International Office (IO). In addition to maintaining office...[more](#)



Church Administrator - Progressive Baptist Church. The church business administrator is responsible for providing professional administrative leadership and oversight for the administrative and physical...[more](#)

FINANCE

Director of Finance and Administration - Trinity Episcopal Church. Trinity Episcopal Church, an endowed, vibrant, growing parish in Indianapolis, IN, seeks a warm and welcoming administrator to be our Director of Finance and...[more](#)

COMMUNICATIONS/MARKETING

Social Media and Digital Marketing Coordinator - Center for the Performing Arts. The Center for the Performing Arts seeks a high-energy professional to join our Marketing and Communications team as a full-time Social Media and Digital...[more](#)



PROGRAMS

Healthy Communities Program Manager - Indiana Chamber of Commerce. This position has the responsibility of managing and promoting the Wellness Council of Indiana's Healthy Communities designation using internal and external...[more](#)

Director of Collegiate Services - Kappa Alpha Theta Fraternity. The Director of Collegiate Services has strategic oversight for all collegiate programs and is responsible for the overall health and wellness of college chapters...[more](#)

Project Director, Workplace Recovery Initiative - Indiana Chamber of Commerce. This position has the sole responsibility of developing and promoting the Chamber's opioid project initiative, using internal and external resources to assist...[more](#)

HR

Human Resources Administrative Services Specialist - Girls Inc. National Resource Center. Under the direction of the Human Resources Director, provides necessary project management and support for the Human Resources, Finance and Executive...[more](#)

DATA/IT

Database Coordinator - Zeta Tau Alpha Fraternity. The Database Coordinator is responsible for the integrity of organizational, member and chapter data in the membership database through data analysis...[more](#)

OTHER

Custodian - St. Paul's Episcopal Church. Perform wide range of janitorial tasks; perform room preparation and cleanup; other duties as assigned. The custodian will work with other staff, as well as...[more](#)

[BACK TO TOP](#)



Last week's jobs

EXECUTIVE

Executive Director (part-time) - Greater Beech Grove Chamber of Commerce. The Executive Director is the chief administrative officer of the organization and is responsible for coordinating Chamber activities such as luncheons, dinners and...[more](#)

ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

Director of Membership and Chapter Services - Kappa Delta Pi. The Director is responsible for the management and strategic direction for all membership and chapter programs of the Society by performing duties personally...[more](#)

Volunteer & Outreach Coordinator - Heartland Film. Volunteer recruitment, communications, engagement, program enhancement, and recognition; Coordination of volunteer committees and mastery of online...[more](#)

Managing Director - The Cabaret. The Managing Director will be responsible for the development of The Cabaret's financial management strategy and contribute to the development of the organization's...[more](#)

Site Director, Fresh Start Recovery Center - Volunteers of America of Indiana. This is an exciting opportunity to join the leadership team at Volunteers of America of Indiana (VOAIN). The Site Director will serve as an integral part of...[more](#)

Guest Services Senior Manager - Ronald McDonald House Charities of Central Indiana. Provide management of the Ronald McDonald House locations assuring that services are provided in a manner consistent with policy and procedures and that...[more](#)

FINANCE

Senior Accounting Analyst - Alpha Chi Omega Fraternity, Inc. Alpha Chi Omega is seeking an energetic and motivated individual to serve as senior accounting analyst. This individual will report to the Senior Financial...[more](#)

Chief Financial Officer - Large National Foundation located in Indianapolis. High level position responsible for providing leadership and coordination of the development, analysis and interpretation of statistical and accounting information...[more](#)

PROGRAMS

Summer Camp Counselors - Indianapolis Zoo. Put your ability to make learning fun, love of teaching, and enjoyment of working with children to good use, and work in one of our Education Seasonal positions...[more](#)

Shelter Program Manager - Family Promise of Greater Indianapolis. We are looking for an experienced program manager for our family homeless shelter program! Family Promise of Greater Indianapolis (FPGI) is a partnership...[more](#)

Match Specialist - Starfish Initiative. The Starfish Match Specialist is responsible for overseeing high school student/adult mentor matches, and ensuring that healthy, productive and...[more](#)

VISTAS/INTERNSHIPS

Development Intern (Spring 2018) - Children's Bureau, Inc. Spend the spring semester getting real world, hands-on professional experience at one of Indiana's most progressive not-for-profit organizations!...[more](#)

Assets & Opportunity Network AmeriCorps VISTA - Prosperity Indiana. Assist the Network as it seeks to expand coalition priority areas into full-fledged enduring programs; Research current events, advancements, best practices and...[more](#)

Communications & Events AmeriCorps VISTA - Prosperity Indiana. Create the organization's first annual report, including developing content, obtaining sponsors, managing vendors, and distribution. Increase website traffic...[more](#)

Capacity Builder & Impact AmeriCorps VISTA - Prosperity Indiana. Travel around the state of Indiana to build capacity with Prosperity Indiana member organizations; Conduct research to inform the capacity building process ...[more](#)

Resource Development AmeriCorps VISTA - Prosperity Indiana. Conduct grant research and writing for the organization; Participate in the activities of the Prosperity Indiana Communications & Resource Development...[more](#)

Are you ready for the
FASB reporting changes?

[Click here for a FREE download!](#)



VonLehman
CPA & ADVISORY FIRM

Kentucky • Ohio • Indiana • 800.887.0437 • vlcpa.com

5 Questions
a Feasibility Study
Should Answer

JGA Johnson
Grossnickle
Associates

Charitable Advisors LLC
PO Box 501245,
Indianapolis, IN 46250
317-752-7153

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.