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March 6, 2018

Did your organization receive a URL link to complete the salary survey? The link was emailed from ERA Survey last Thursday at 7 a.m. If not, contact Julie@CharitableAdvisors.com.



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FEATURES

Are millennials rewriting philanthropy or is the general public?

By Lynn Sygiel, editor, Charitable Advisors

It's now a ubiquitous headline: Millennials are the largest generation. In 2016, they surpassed boomers at 79.8 million. By 2020, those born from roughly 1980 to 2000 are projected to make up half of the workforce.

For better or worse, millennials may be the most labeled, the most stereotyped generation ever. Millennials, however, are growing up, making waves, and making traditional institutions take notice.



According to the Washington, D.C.-based Case Foundation, the millennial generation is a "tech savvy, entrepreneurial, educated and independent-minded cohort that is driven to 'do good.' They are actively reshaping advocacy, engagement, service and philanthropy on a scale that has never before been experienced. As a result, traditional models of engagement, movement building and measurement are evolving to keep pace with their new ideals."

Derrick Feldmann, the founder and president of the Indianapolis- and Florida-based research firm Achieve, has seen the movement up close. He has led The Millennial Impact Project for 10 years funded by the Case Foundation. The youngest members of the generation are now 18.

"It's easy to say, 'Let's get millennials involved because they're going to solve it for us.' At the end of the day, we have to move the general population from interest to deeper action," said Feldmann. [Read more.](#)

How millennials have disrupted traditional charitable giving

By Bradley Depew, assistant editor, University of California Press

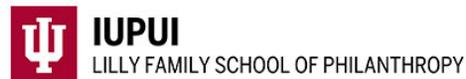
Millennials are changing the philanthropic landscape. They bring new expectations to charitable giving, and they demand new kinds of information from charitable organizations.

New services for charitable giving are popping up to give millennials the giving experience they want, but many nonprofits and workplace giving programs have not yet caught up.

One of the most pressing tasks facing nonprofits and CSR (corporate social responsibility) professionals is coming to terms with millennials' expectations. For many nonprofits and workplace giving programs, their continued success may well depend on it. [Read more.](#)



Sponsor's insight



Make your move

By Pamela Clark, director of student services and admissions, Indiana University Lilly Family School of Philanthropy at IUPUI

Maybe it's a faint but persistent thought that you're ready for a new challenge. Maybe it's the not-so-faint feeling that you want to give more of yourself to help others make meaningful change in their lives, or maybe it's the conviction that you want to help the nonprofit where you already work have greater impact.

Julia Kathary, executive director of Coburn Place, and Kathi Badertscher, director of master's degree programs and lecturer in philanthropic studies at the Indiana University Lilly Family School of Philanthropy at IUPUI, recognize firsthand those symptoms of the desire to change or advance your career path.

Since she was a child, Kathary has been helping people. "I really enjoyed giving back and making the community better." She worked in an Evansville domestic violence and sexual assault shelter for nearly a decade. When she moved to Indianapolis in 2004, she faced a crossroads: Should she continue working in nonprofits?

"I decided to stay in the sector," she says. "I had noticed, though, what difficult work it is to make a nonprofit sustainable over time." [Read more.](#)



People on the move



The Great American Songbook Foundation in Carmel has named **Renée La Schiazza** as its manager of programs and communications. She previously served as marketing and development associate for Flat Rock Playhouse in Flat Rock, N.C.



The University of Notre Dame has appointed **Sarah Mustillo** I.A. O'Shaughnessy Dean of the College of Arts and Letters. She is department chair and professor of sociology and joined the Notre Dame faculty in 2014. — *Inside Indiana Business*



The Society of Professional Journalists has named veteran journalist and association leader **Alison Bethel McKenzie** its 20th executive director. She previously served for five years as executive director of the International Press Institute, the world's oldest global press freedom organization, in Vienna.



The Prosperity Indiana Board of Directors announced that **Jessica Love** is the organization's executive director. Love has served in the role of associate executive director for the organization since 2013 and was previously the organization's senior program manager, providing technical assistance primarily for federal grant programs.



Nickel Plate Heritage Express Inc. has named **Deanna Holt** executive director. She will oversee operations of the train excursion experience, set to open this summer. Holt most recently served as learning technology representative for McGraw-Hill Education. — *Inside Indiana Business*



The Indiana Chamber of Commerce Foundation has named **Marci Price** its new executive director. Price previously worked at Northwestern University and United Way of Central Indiana. — *Inside Indiana Business*

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Announcements

For 50 years, the **Indianapolis Bar Foundation (IBF)** has worked to ensure equal access to justice for all Indianapolis-area residents. In recognition of this milestone, the foundation will increase its annual Impact Fund Grant to \$50,000 in order to fund a project or program that facilitates this mission and reflects the foundation's goals. Applications for grant are now being accepted through April 2, with the grant awarded in June. The application form and additional information [can be found here](#).

From April 25 to 29, **Junior League of Indianapolis** members will embark on a 96-hour service project, "Around the Community-Around the Clock." JLI members will span the county helping local nonprofits. Applications for partners is open until March 16. [Read more.](#)

Butler Emeritus Professor of Physics and Astronomy Marshall Dixon has given \$2 million to **Cathedral High School** for its 100th birthday. In conjunction with the school's centennial anniversary, there are plans to invest in multiple capital projects, including building an Innovation Center to expand the school's STEM education. [Read more.](#)

The **American Heart Association** is seeking nominations for its fifth annual "Real People. Real Change." program to recognize individuals who have made healthy lifestyle changes. [Read more.](#)

The **Community Foundation of Muncie and Delaware County** awarded 15 nonprofit organizations grants in the first quarter competitive grant cycle. The foundations awarded more than \$600,000 to organizations to help improve quality of life in Muncie and Delaware County. [Read more and see recipients.](#)

Professional development

Alternative location HR Peer Group on March 15 from 8:30-10:30 a.m. will NOT meet at Charitable Advisors (8604 N. Allisonville) as previously published. New location is Alpha Chi Omega Fraternity (5939 Castle Creek Parkway N. Dr.). All nonprofit HR professionals are welcome to attend. Cost: no charge. To register: [click here.](#)

Student loan forgiveness for nonprofit staff webinar on March 15 offered by North Carolina State University from 1:00 p.m. - 2:00 p.m. Cost: \$35. To register: [click here.](#)

Stewarding donors with dementia on March 21 from 11:30 a.m. - 1:15 p.m. at The Willows on Westfield (6729 E. Westfield Blvd.). Cost: \$30 AFP members/ \$60 non-members. [Please register](#) by March 16.

Telling what you do and why on March 21 at 2:00 p.m. at (638 North St., Lafayette.) Your organization does wonderful things, but do you sometimes wonder how to successfully articulate what you have accomplished and why it matters? "Messaging Matters" will give you the tools to tell your story to donors, funders, and your community. Cost: \$35. To register: [click here.](#)

Using smart phones as a marketing tool on April 18 at 2:00 p.m. at (638 North St., Lafayette). With smart phones becoming a necessity, they've also become a great marketing tool! Learn the basics of creating engaging videos and other content with this three-hour workshop presented by Indiana Nonprofit Resource Network at Indiana United Ways. Cost: \$35. To register: [click here.](#)

RESOLVE on May 17 from 8:00 a.m.- 3:30 p.m. at NCAA Hall of Champions (700 W. Washington St.). A conference that brings together Indiana executives and human resources professionals for a common goal: Achieving meaningful experiences for their employees. Cost: \$49 for nonprofits until May 17. For more information and to register: [click here.](#)

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Volunteer opportunities

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

IU Health Foundation needs volunteers for Rev 2018 on May 5 for 5 hours. Rev 2018, presented by Fifth Third Bank, is an Indiana University Health signature philanthropy, marquee event hosted at the Indianapolis Motor Speedway. Rev helps raise funds to provide support for Indiana University Health Statewide Trauma Programs. For more information and to sign up, [visit us here](#) or [click here.](#)

Spring information guide at Newfields. On March 17 at 10:00 a.m. and March 22 at 5:30 p.m. Newfields (4000 N. Michigan Rd.) will host a Spring preview: Volunteer information and training session for those interested in learning more about volunteerism at Newfields. [Learn more.](#)

Swap

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

DONATION: 30 +plus sturdy classroom chairs, 2 smart boards (only boards no supporting technology). Contact Jane Gailey at jgailey@mymwa.org.



TRENDS / RESOURCES

National news



Building your board. Experts share ideas for finding and recruiting the right board members. Download BoardEffect's free whitepaper to learn how to break traditional patterns and take a committee approach,



Strong promotion key to successful nonprofit Kickstarter campaigns. Kickstarter campaigns can be an effective fundraising tool for nonprofits and to maximize success, nonprofit leaders should leverage every opportunity to promote the campaign.



Boards must be proactive about sexual misconduct. Boards should examine their organization's culture and make any necessary changes. Several questions every board should be asking.



Volunteer and nonprofit career guide. For individuals interested in nonprofit work, it is important to note the central differences between nonprofit and for-profit career fields.

Sponsors' insights

Charitable Allies. **Let the good deed go unpunished: Avoiding nonprofit board liability.** Errors and omissions of Boards of Directors or Officers can still leave a risk of liability to both the nonprofit and its individual directors or officers.

Barnes Dennig. **Creating joy where there is need: How one nonprofit strives to meet the growing demand of their community.** "When Joy's House started, my dream was the little house that was here from the beginning. How it has grown to where we are right now is amazing. This place is the

dream of the board and staff and families who we serve every day," says Tina McIntosh, Joy's House president and CEO.

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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

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

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. 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.

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.

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.

Marketing

Big: branding and marketing firm with 25 years experience that specializes in work for nonprofits, both locally and globally

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Real estate

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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 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

Hunnicut at 317-253-1277 or thunnicut@stpaulsindy.org.

Office space for lease/sale

Get that extra office space leased or that extra building sold by using the new NFP News real estate section to let people know you have extra space, an extra building or even residential property for sale. Photos and a web link may be included to give readers more information. To learn more, contact Julie at Julie@CharitableAdvisors.com

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FIRST PERSON



JOBS

This week's jobs

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

PLACE A JOB AD

EXECUTIVE

Executive Director - Heritage Place of Indianapolis, Inc. Heritage Place of Indianapolis, Inc. provides older adults with comprehensive and coordinated services to encourage and promote healthy lifestyles...[more](#)

DEVELOPMENT

Grants Coordinator - Center for Leadership Development. As a member of the Development team, the Grants Coordinator is responsible for maintaining a year-round focus on maintaining and acquiring new grant...[more](#)

Alumni and Community Relations Coordinator - Center for Leadership Development. As a member of the Development team, the Alumni and Community Relations Coordinator is responsible for executing CLD's Alumni and community...[more](#)

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ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

Bookkeeper/Administrative Assistant (part-time) - Propylaeum Historic Foundation, Inc. Candidate to be responsible for Invoicing, A/P, A/R including collections, sales tax payments and banking including deposits and reconciliation of accounts, as...[more](#)

Bookkeeper / Office Manager (Part-time) - Indiana Forest Alliance. Working 3.5 days per week, this staff member provides financial administration and ensures the smooth operation of a statewide environmental non-profit...[more](#)

Senior Staff Assistant - Kappa Delta Pi Society (KDP). This position performs a wide variety of administrative duties, mainly supporting the organization's Executive Director, as well as providing support for special...[more](#)

Coordinator of Office Operations (Part Time) - Indiana Non-Public Education Association (INPEA). The Indiana Non-Public Education Association (INPEA), is a membership association that serves over 400 nonpublic schools through advocacy...[more](#)

Program Officer - Blue River Community Foundation (BRCF). The Blue River Community Foundation (BRCF) is seeking a Program Officer to administer the grants program and provide leadership, collaboration, and...[more](#)

Manager, Family Services - Indiana Donor Network. We are currently looking for an exceptional leader with a proven track record to guide our Family Services team. This key leadership position is responsible for...[more](#)

FINANCE

Accounts Payable Clerk (part-time) - Indiana Conference of The United Methodist Church. The accounts payable clerk is responsible for the payment of goods and services purchased by the Conference. This role also serves as an auditor, ensuring that...[more](#)

Financial Services Specialist - Sigma Kappa National Housing Corporation (NHC). The Financial Services Specialist is responsible for accounts payable and receivable duties for the NHC and designated local house corporations...[more](#)

COMMUNICATIONS/MARKETING

Communications Coordinator - Indianapolis Hebrew Congregation. Indianapolis Hebrew Congregation (IHC) is a Reform synagogue in Indianapolis, Indiana with approximately 900 households, a dynamic Senior Rabbi, creative...[more](#)

PROGRAMS

Program Coordinator - Center for Leadership Development. Plans, organizes and implements programs and initiatives in order to deliver a preeminent program experience for all participants and to successfully achieve...[more](#)

Program Staff (part-time) - Hollis Adams Foundation (HAF). We are seeking an experienced, high-energy individual to join our program staff and help provide a safe, and caring environment that promotes relationships and...[more](#)

Director of Programs - Special Olympics Indiana. The Director's responsibility will be the ongoing growth of our programs related to schools and health and fitness. In addition, the Director will lend support and...[more](#)

Education Program Specialist - Indiana Latino Institute. The Education Specialist works directly with participants using an individual action plan to increase access to higher education for Latino high school...[more](#)

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Job Development Specialist - Best Buddies International. The Job Development Specialist's primary responsibility is to develop jobs for individuals with intellectual and developmental disabilities (IDD). This position...[more](#)

Disaster Program Specialist - American Red Cross. At the American Red Cross, you will enjoy a collaborative work culture committed to the diversity of our people, programs, and services. We need...[more](#)

Program Specialist - Girls Inc. of Greater Indianapolis. Girls Inc. of Greater Indianapolis is seeking a program specialist to deliver programs for girls between the ages of 6 and 18 years of age in alignment with...[more](#)

Bilingual Clinical Therapist - La Plaza. The Clinical Therapist for La Plaza will provide clinical counseling services - including individual, family and group counseling to Latina victims of domestic...[more](#)

Community Engagement Coordinator - La Plaza. The Community Engagement Coordinator at La Plaza, Inc. works to advance the Tu Futuro program, whose objectives are to encourage and support Latino students...[more](#)

Wellness Advocate/Employment Coach - Martin Luther King Center. Martin Luther King Center is seeking a team member to join the Neighborhood and Family Advocate project. This project is a community building and service...[more](#)

INTERNSHIPS/VISTAS

IndyEast Promise Zone VISTA Members - John Boner Neighborhood Centers. The five IndyEast Promise Zone VISTA members will work with staff and committee chairs to achieve goals related to Housing, Education, Public Safety...[more](#)

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EXECUTIVE EDUCATION

Last week's jobs

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](#)

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