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March 13, 2018

HR professionals: Note the change of location and time for this Thursday's HR nonprofit peer group. The group is meeting at Alpha Chi Omega Fraternity (5939 Castle Creek Parkway N. Dr.) from 8:30-10:30 a.m. Questions? Julie@CharitableAdvisors.com



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FEATURES

The leader's guide to culture

By Boris Groysberg, Jeremiah Lee, Jesse Price and J.Yo-Jud Cheng, *Harvard Business Review*

Strategy and culture are among the primary levers at top leaders' disposal in their never-ending quest to maintain organizational viability and effectiveness. Strategy offers a formal logic for the company's goals and orients people around them. Culture expresses goals through values and beliefs and guides activity through shared assumptions and group norms.

Strategy provides clarity and focus for collective action and decision-making. It relies on plans and sets of

choices to mobilize people and can often be enforced by both concrete rewards for achieving goals and consequences for failing to do so. Ideally, it also incorporates adaptive elements that can scan and analyze the external environment and sense when changes are required to maintain continuity and growth. Leadership goes hand-in-hand with strategy formation, and most leaders understand the fundamentals. Culture, however, is a more elusive lever, because much of it is anchored in unspoken behaviors, mindsets, and social patterns.

For better and worse, culture and leadership are inextricably linked. [Read more.](#)





Collective impact for health and well-being

By Wendelin M. Slusser, Hannah Malan, Tyler Watson and Michael S. Goldstein, *Stanford Social Innovation Review*

The "healthy campus" movement has taken off at universities across the United States. Traditionally, these efforts have focused on students and targeted specific subject areas, such as alcohol use and sexual health. Since 2007, the City University of New York's Healthy CUNY initiative has been promoting student health by increasing healthy food access, promoting emotional wellbeing, and creating a tobacco-free campus. At the University of California Los Angeles (UCLA), we laid the groundwork for the Healthy Campus Initiative (HCI) in 2012 to create a social movement. Our efforts engage the entire campus population of students, staff, and faculty in building health and wellbeing into university culture. Statewide and national efforts, such as the Partnership for a Healthier America's Healthier Campus Initiative (2014) and the University of California's Healthy Campus Network (2016), are also taking hold.

What unites these healthy campus efforts is the recognition that universities have the capacity and responsibility not only to conduct education, research, and service, but also to infuse health and wellbeing into campus culture. Of course, this comes with challenges. [Read more.](#)



Co-creating a change-making culture

By Sara Brenner, *president, Community Wealth Partners*

Six years ago, when I met Karen Ortiz, vice president of early-grade success initiatives at Helios Education Foundation, I quickly realized that she was one of the most courageous and passionate early childhood advocates of our time. She was championing the Arizona Early Childhood Alliance, a statewide collaborative effort with the goal of developing an integrated early childhood system to help children succeed and to transform educational and health outcomes. Most of the collaborative's members had previously worked together on early childhood issues, and understood and trusted each other. The collaborative had been functioning for two or three years and was making excellent progress, with thoughtful, strategic objectives and priorities.

Ortiz knew, however, that to make a dramatic change in the lives of Arizona children, and to pivot from strategy to action, the collaborative would require a new type of leadership: Enter culture-building, or the practice of building trust. [Read more.](#)

Sponsor's insight



Brackets For Good, Research for All

By Leslie Wells, *Assistant Director of Communications, SPEA at IUPUI*

Huddled around a kitchen table, Cali Curley, Jamie Levine Daniel and Marlene Walk discuss their latest research project. They're focused on the innovative concept of competitive philanthropy.

"We typically don't talk about nonprofits in terms of competition, despite the fact that they are competing for resources," Levine Daniel says. "While nonprofits often have a negative view of competition, we wanted to explore its true impact."

A SPEA research team now has its chance, thanks to the charitable organization Brackets For Good. Each March, the nonprofit hosts March Madness bracket-style online fundraising tournaments in cities around the country. [Read more.](#)



People on the move



Franklin College has named **Joseph Hornett** vice president for finance and chief financial officer. He most recently served as chief operating officer for the American Red Cross - Indiana region. —

Inside Indiana Business



Tamara Davis has been named dean of the Indiana University School of Social Work at IUPUI. She previously served as associate dean for academic affairs at the Ohio State University College of

Social Work, overseeing all academic programs including bachelor's, master's and Ph.D. programs.



Jeffrey Phillips, a mechanical engineer, power industry expert and former National Science Foundation Fellow, has been named the first director of Hanover College's engineering program. He most

recently served as a senior project manager at Electric Power Research Institute (EPRI).



Butler University has named **Jonathan Purvis** vice president for advancement. He most recently served as vice president for development and regional campuses at Indiana University.



Central Indiana Community Foundation has promoted **Jennifer Bartenbach** to executive vice president. In addition to the new role, she will continue her role as CICF's chief financial officer. She

previously worked at the Indianapolis Museum of Art for eight years -- four years as CFO and four years as its controller. — *Inside Indiana Business*



CICF named **Alicia Collins**, director for community collaborations. She has served as the community collaborations manager for CICF since 2007. Collins

previously held positions with Annie E. Casey Foundation and Greater Indianapolis Progress Committee. — *Inside Indiana Business*



Sarah Cowart was named CICF's communications manager. She joined CICF in 2014 as its communications associate. Her responsibilities include overseeing media relations, the For Good

podcast production and content creation. — *Inside Indiana Business*



Ben Snyder was named CICF's marketing manager. He joined CICF in 2015 as its online communications coordinator and oversees the organization's electronic communication, production of

print materials and advertising. — *Inside Indiana Business*



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Announcements

Calling all 501(c)3 organization to participate! The 2018 Central Indiana salary survey is

underway. Has your organization completed the survey? [Click here to find out.](#) If not, please contact Julie@CharitableAdvisors.com. Report will be available to participating organizations in July.

A former Eli Lilly and Co. executive and his wife are donating \$1 million to the **Center for Leadership Development**, which helps African-American youth in the fourth grade and higher prepare for academic and career success. [Read more.](#)

As **United Way** celebrates 100 years of handraisers and game changers, they announced the 100 people who were selected to represent United Way's 100 Heroes. [Read more.](#)

Music for All hosts more than 70 high school and middle school ensembles from across the country for the 27th annual Music for All National Festival from March 15-17. The festival will provide a non-competitive atmosphere for growth among musicians and to raise awareness and advocate the importance of music education. [Read more.](#)

Applications are now open for the state-supported **On My Way Pre-K program** in 20 counties. Since the program was launched in 2015, more than 5,000 Hoosier children have received a grant to participate. For application process: [Click here.](#)

The Walton Family Foundation gave **Indianapolis Public Schools** a \$1.7 million [three-year grant](#) to help the district lay the groundwork for giving principals more control and responsibility over instruction, budgets, and staffing. Twelve schools have been designated "autonomous" schools.

Professional development

This Thursday. **HR nonprofit peer group** on March 15 from 8:30 -10:30 a.m. at Alpha Chi Omega Fraternity (5939 Castle Creek Parkway North Dr.). Anti-harassment and discrimination for manager/supervisors in the workplace. Bring your executive director. For more information and registration: [click here.](#)

Grant writing deeper dive on April 17 from 9:00 a.m.- noon at United Way of Central Indiana (2955 N. Meridian St.). Each participant should bring a pre-written grant proposal to break down, work through and improve during work sessions. The instructor will provide examples of well-written grants, do's and don'ts of grant proposal writing, and provide insight into how to write a compelling proposal. Cost: \$30 UWCI agencies/ \$35 others. To register: [click here.](#)

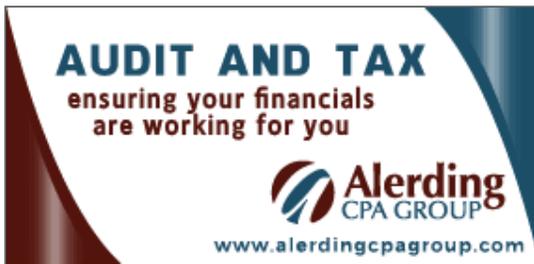
Global youth service day - Planting for a brighter future on April 21 from 9:00 a.m. - noon at Seven Steeples Farm (3200 W. Vermont St.). Plant an urban garden to address food insecurity for our neighbors who don't have access to nutritional food. No charge. For more information: [click here.](#)

Jeremy York presents at May's **HR Nonprofit Peer Group** on May 10 from 8:30 -10:00 a.m. at Charitable Advisors (8604 N. Allisonville Rd.). Thought diversity: What do you think? Encompassing employee differences; understand the value these differences bring into the workplace. Limited seating. No charge for nonprofit HR personnel but must register: [click here.](#)

Everything you wanted to know about evaluations on May 17 from 9:00 a.m.- noon at United Way of Central Indiana (2955 N. Meridian St.). Expert information about types of evaluations, their importance for capacity building, and lead participants through an activity to see where their organization is on the continuum and how to move forward. Cost: \$30 UWCI agencies/ \$35 others. To register: [click here.](#)

Save the date. **Barnes Dennig 17th annual nonprofit leadership summit:** Culture Eats Philanthropy for Breakfast on June 5 at Xavier University Cintas Center (1624 Herald Ave., Cincinnati). For more information, [click here.](#)

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Volunteer opportunities

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

Volunteers needed for **Joseph Maley fitness adaptive basketball program** starting March 11 at four gyms. [Check out the four sites](#). Contact Cory Hernandez at coryh@josephmaley.org to get registered.

Hand raisers for 100. Give an hour, make an impact on April 19 all hours of the day across Central Indiana. Do you have an hour to make your community better? United Way makes volunteering fun, easy and accessible. [Get involved](#).

Swap

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

NEED: Caring for a Cause Supportive Services Inc. is in need of the following donations: plastic Easter eggs to stuff, Easter candy, Easter baskets, donated toys (prizes), ham or chicken, sack of potatoes, green beans, cream of mushroom soup, box of French onions, stuffing and dessert. Contact Tamara Ajimati at caring4acause2015@gmail.com

DONATE: Love Heating and Air Conditioning has a 6' high x 4' wide trophy case in good condition with glass and brass front with several glass shelves. Company could deliver the case, if needed. Contact Michael Northrup at mnorthrup@love-hvac.com

DONATE: Variety of office furniture: desks, side chairs, credenza and more! E-mail Claire at cmauschbaugh@indianahumanities.org for more details and pictures. Must be able to pick up.

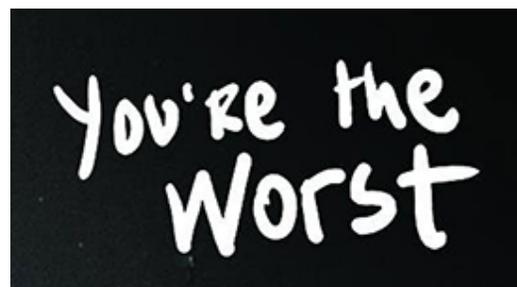


TRENDS / RESOURCES

National news



[Corporate volunteer grants 101: A beginner's guide](#). Although it's tempting at times to think of the nonprofit and the business worlds as completely separate, they rely on each other in significant ways.



[The worst nonprofit financial choice in the face of stress](#). One example. Financial guru Kate Barr says there's one "worst" financial decision that nonprofits make. Do you know what it is?



Creating a data culture. Learn how nonprofit organizations can do a better job with their data.



Introduction to Eadie's governing engines and other promising nonprofit practices.

Download to learn about increasing member engagement, best board structure and recommendations for committee operations.

Sponsors' insights

Synergy. **How to transition your HR responsibilities to the right PEO partner.** What if someone told you that a single business decision could result in 14 percent lower turnover, a 35 percent reduction in administrative costs, and overall better healthcare coverage for employees?

Johnson Grossnickle & Associates. **Asking: The value of questions.** We've come to appreciate the value of a good question. And the way a good question can not only help us learn but also how it can help the person answering to think more deeply and clearly about their cause.

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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

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.

Marketing

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

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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.

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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This week's jobs

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

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EXECUTIVE

President/CEO - Bona Vista Programs, Inc. The Bona Vista Board of Directors seeks a professional with extraordinary interpersonal skills who can develop productive relationships with both internal...[more](#)

Executive Director - Noblesville Main Street. Noblesville Main Street leads and organizes community resources to develop and promote the economic and cultural vitality of downtown Noblesville, Indiana, while...[more](#)

DEVELOPMENT

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](#)

Fundraising Campaign Strategist - Achieve. Achieve is seeking a Fundraising Strategist to help clients create powerful fundraising for their missions. This person will oversee and be responsible for...[more](#)

Director of Development - YMCA. As a key member of the YMCA Association's fundraising team, the Director of Development will provide staff leadership and be an integral part of a staff and...[more](#)

Sr. Director of Advancement - Valparaiso Family YMCA. Reporting directly to the CEO, the Sr. Director of Advancement is responsible for promoting the YMCA's mission and directing financial development, and...[more](#)

Director of Development - Kappa Alpha Theta. The main objective for the Director of Development will be to design, implement, and manage the development strategy for Kappa Alpha Theta Foundation...[more](#)

DATABASE/RECORDS

Gift and Records Specialist - Butler University. This position is responsible for the proper coding, recording and processing of all charitable donations to the University including cash, stocks, and gifts-in-kind as...[more](#)

Data Management Specialist - Little Red Door Cancer Agency. The Data Management Specialist position will be directly responsible for overseeing a Salesforce client management database for Little Red Door Cancer...[more](#)

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Operations Administrator - St. Joseph Institute for the Deaf. Provides executive level administrative assistance and carries out administrator tasks on behalf of the President, Director of St. Louis Operations, Board of...[more](#)

FINANCE

Controller - Girls Inc. of Greater Indianapolis. The controller is responsible for managing accounts payable, payroll systems, annual audit process, all tax related filings and agency budgeting process...[more](#)

Finance Manager - Exodus Refugee Immigration, Inc. Exodus Refugee Immigration Inc. is seeking a Finance Manager to oversee fiscal operations of the agency, including but not limited to budget creation and...[more](#)

Finance Manager - Central Indiana Regional Transportation Authority (CIRTA). CIRTA, a regional government transit agency, is seeking an experienced and professional Finance Manager to join our small but mighty team. This position will...[more](#)

VOLUNTEER MANAGEMENT

Volunteer & Community Engagement Manager - School on Wheels. The Volunteer & Community Engagement Manager is responsible for coordinating activities related to the recruiting, training and retention of qualified community...[more](#)

IT

Information Technology Leader - Indiana Donor Network. This leadership role is a "hands on" one where the individual will help create, maintain, and grow technical solutions to ensure Indiana Donor Network's...[more](#)

Director of Information Technology - Central Indiana Community Foundation (CICF). As a member of the operations department, this full-time position will provide direction, strategy and thought leadership to CICF technology, knowledge...[more](#)

PROGRAMS

Program Officer-Great Families 2020 - United Way of Central Indiana. United Way of Central Indiana recognizes that the key to success is a strong and cohesive team that works through shared values to achieve our mission. The...[more](#)

Best Buy Teen Tech Center Coordinator - MLK Center. MLK Center seeks an individual to run an innovative program called The Best Buy Teen Tech Center. The Tech Center, established with the support of The...[more](#)



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EXECUTIVE EDUCATION

Last week's jobs

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](#)

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](#)

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](#)

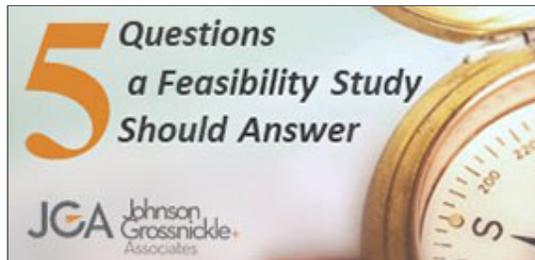
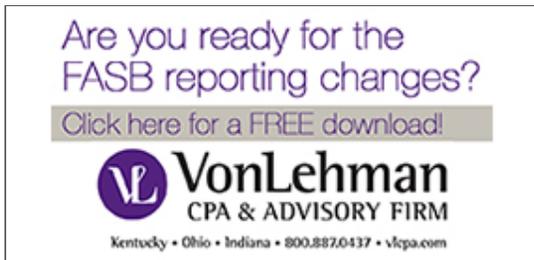
Bilingual Clinical Therapist - La Plaza. The Clinical Therapist for La Plaza will provide clinical counseling services - including individual, family and group counseling to Latina victims of domestic...[more](#)

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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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.