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Charitable Advisors

# Not-for-profit News

INDIANAPOLIS

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SUBMIT NEWS

### FEATURES

## New study shows minimum wage puts damper on long-run earnings

By Rachel Greszler , senior policy analyst, *The Daily Signa*

Economic studies consistently show that higher minimum wages lead to higher unemployment, particularly among teenagers.



But that's a consequence minimum wage advocates have been willing to accept in exchange for higher incomes for minimum wage workers who keep their jobs.



It turns out, however, that higher minimum wages actually reduced the long-run earnings of teenagers who were exposed to the higher minimum wages.

That's according to a new study from the Mercatus Center, a nonprofit free market-oriented think tank, which examined the steep decline in teenage employment over the past two decades and, in particular, whether that decline in employment led to higher or lower human capital -- in other words, workers' knowledge and skills -- and earnings.

Between 1994 and 2014, labor force participation among 16- to 19-year-olds fell from 53 percent to 34 percent. That's a huge decline over a relatively short period of time. [Read more.](#)

## Setting young people on a path to Lifelong Success

*By Dan Delany for Stanford Social Innovation Review*

The access and opportunities that help many of us get ahead in life are not equally available to those living in under-resourced communities. Structural racial, ethnic, gender, and economic inequities in these communities often stand in the way of the dream of business ownership, and the independence and self-reliance that can come with being entrepreneurial.

Some strides have been made to encourage inclusive entrepreneurship programs for women and people of color, as noted in an August 2016 Stanford Social Innovation Review article, "A Call for Inclusive Entrepreneurship." The nonprofit Rising Tide Capital, for example, provides a range of business development services -- including management education, networking, mentorship, sales opportunities, and access to capital -- to help individuals in economically struggling Northern New Jersey communities start and grow successful businesses.

While the organization has seen strong business survival rates and local job creation, these positive results do not extend to young people still in school. And yet the foundation of any inclusive entrepreneurial environment must include pathways for young people to explore entrepreneurship and learn that being entrepreneurial can become part of their future. [Read more.](#)

## Teens 'desperate to work' drive surge in Baltimore YouthWorks jobs program

*By Luke Broadwater, reporter, The Baltimore Sun*

Baltimore's YouthWorks program -- which connects teenagers to summer jobs -- is experiencing a boom this year with more than 16,000 young people applying to seek employment.

That's a 40 percent increase from just two years ago, according to the city.

"The applications are really high and up," said Mayor Catherine E. Pugh, who highlighted the growth in summer job applications during her annual state-of-the-city speech this week. "It bodes well for the future of Baltimore."

Since its inception in the mid-1990s, YouthWorks had typically employed about 5,000 people each summer. But that number jumped after the civil unrest of 2015, which sparked more interest from businesses. The program has served more than 8,000 youths the past two summers. [Read more.](#)

**Sponsor's insight**

## Fiscal sponsorships: Get the benefits of a charity without being one

By Zachary S. Kester, Executive Director and Robert Miller, Program Officer, Charitable Allies

Many people know that charities can be tax-exempt from many forms of taxation and that their donors commonly receive tax benefits for their donations to the organization. Charities also receive the benefit of a formal structure that puts the organization's mission and interests above the personal interests of those involved. This proper corporate or trust structure provides the Directors, Officers, and/or Trustees of the charity protection from liability.

But forming a nonprofit organization also comes with its share of added responsibilities and costs as well. These include administrative costs, various governmental filings, an increase in the information available to the public, as well as a potential lengthy delay in obtaining IRS recognition of tax-exempt status that can be as long as nine months once the application is submitted. In some cases, it might be possible for a charity to start operations faster by entering into what is called a fiscal sponsorship.

A fiscal sponsorship can provide a place for the charity to grow and thrive without all of the added responsibilities that come with forming and operating a nonprofit organization, at least until it is ready for the charity to operate on its own, if the charity so desires. [Read more.](#)



### LOCAL NEWS

#### People on the move

The Society for Marketing Professional Services has appointed **Josh Miles** as vice president of marketing. He will serve as a spokesperson and lead point person on media interactions. — *Inside Indiana Business*

Fort Wayne-based AWS Foundation has named **Jenny Snyder** as program officer. She most recently worked for East Allen County Schools. — *Inside Indiana Business*

Energy Systems Network has named **Rachel Budreau** as manager of operations. She previously served as office manager for the Battery Innovation Center, a collaborative project launched by ESN in 2013. — *Inside Indiana Business*

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#### Announcements

**Deadline extended for salary survey to April 25.** Please see if your organization has [completed the 2018 salary survey](#). If not, contact [Julie@CharitableAdvisors.com](mailto:Julie@CharitableAdvisors.com). For participating, you will receive the survey report for free this July.

**Phoenix Theatre is seeking \$2 million naming rights.** In a somewhat unusual move, the theater is making a public plea for a naming rights sponsor with a specific price tag. [Read more.](#)

**Meals on Wheels lands \$1 million grant to serve HIV patients.** Meals on Wheels of Central Indiana plans to use the grant from the State Department of Health to deliver nutritious food in areas of Indiana with large populations of people infected with the virus that causes AIDS. [Read more.](#)

**Susan G. Komen Central Indiana** is investing nearly \$500,000 from funds raised throughout the year in seven programs to address the most critical needs for breast health and breast cancer in its 41-county service area. Two grant programs aimed at saving lives: [Education and linkage to care program](#) and the [Continuum of care navigation program](#).

A \$5,000 dissertation fellowship for doctoral research related to women's philanthropy is being offered by the **Women's Philanthropy Institute**. Application deadline is April 30. [Read more.](#)

**Do you know a father who has made a profound impact in the lives of his children?** Nominate him for the Heart of a Father Award. Submit nominations by April 27. [Read more.](#)

We have made the **Indianapolis Not-for-profit News more mobile responsive!** Give us your feedback on what you are seeing on your phone or tablet. Submit to [Julie@CharitableAdvisors.com](mailto:Julie@CharitableAdvisors.com).

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## Professional development

**Consulting skills for evaluators** on April 20 from 9:15 am to 12:30 p.m. on April 20 at Lumina Foundation (30 S. Meridian St., Suite 700, Indianapolis.) Indiana Evaluation Association quarterly meeting welcomes Dr. Matt Feldmann to present a half-day session on evaluation consulting skills based on his and Laura Keene's well-received 2017 American Evaluation Association pre-conference workshop. \$20 To register: [click here.](#)

**Push Back Poverty** at the Faith and Action Project's second annual spring conference on April 26. A day of workshops, networking and inspiring community action, the conference will include insights from national experts and more than 20 local leaders to highlight the impact of collaborative efforts to reduce poverty in Indianapolis. \$20. [Details here.](#)

**Collaborations and combinations** on May 2 from 8:30-10 a.m. at Charitable Advisors (8604 N. Allisonville Road, conference room.) Charitable Advisors and Charitable Allies will be co-hosting a panel discussion about how local nonprofits are identifying and linking with new partners to increase their mission, impact or financial sustainability. FMI and registration, [click here.](#)

**Thought Diversity** on May 10 from 8:30 - 10:00 a.m. at Charitable Advisors (8604 N. Allisonville Rd.) HR Nonprofit Peer Group invites former SHRM president **Jeremy York as he talks about encompassing employee differences and understand the value these differences** bring into the workplace. HR Nonprofit peer group bi-monthly meeting. No charge. [Register here.](#)

**Having difficulty recruiting direct service professionals or child care workers?** Group digital marketing for recruiting informational meeting on May 10 from 10:15 a.m. - 10:45 a.m. at Charitable Advisors (8604 N. Allisonville Rd.). Explore if partnering with several organizations to advertise similar positions is a solution. Meeting occurs directly after HR Nonprofit Peer group. If you cannot attend but would like information, contact Julie at [Julie@CharitableAdvisors.com](mailto:Julie@CharitableAdvisors.com). [Register here.](#)

RESOLVE on May 17 at NCAA Hall of Champions (700 W Washington Street) from 8:00 a.m.-3:30 p.m. RESOLVE is Indiana's top thought leadership conference for leaders who want to **create meaningful employment experiences**. Cost: \$49. FMI and to register, [click here.](#)

Save The Date: **Bicycle Indiana and Health by Design** are hosting the 2018 Indiana Bike & Walk Summit on April 29-30. The theme is Leading locally for active transportation. Summit attendees will explore and learn how Indiana's communities are making a difference. \$175. FMI and to register: [nancy@bicycleindiana.org](mailto:nancy@bicycleindiana.org).

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## Volunteer opportunities

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

**United Way** invites every person to find one hour on April 19 to do something that makes a positive impact on a person, a place or within the community. Share your "hour of impact" through social media. Tag @uwci and use #uwci to share your photos. [Learn more](#).

**Trinity Free Clinic** needs volunteers for Taste Sip Savor on April 21. Individuals can volunteer for a variety of times and positions during the event and will receive free admission. To sign up, go to [TasteSipSavor.com](http://TasteSipSavor.com) and click on volunteer. [Learn more](#).

**Habitat for Humanity of Hamilton County** is looking to fill a number of additional build day volunteers. To volunteer, contact email [outreach@habitatohamiltoncounty.org](mailto:outreach@habitatohamiltoncounty.org) or call 317-896-9423.

**Ronald McDonald House Charities of Central Indiana** need guest services volunteers. If you are at least 18 years of age, can make a one-year commitment and want to learn more, please contact Mary Friend, at [mfriender@rmhccin.org](mailto:mfriender@rmhccin.org) or 317-267-0605, x 225.

## Swap

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

There are no Swap items this week.



## TRENDS / RESOURCES

### National news

[6 natural moments to initiate nonprofit mergers](#). A recent BoardSource study found that nearly two-thirds of nonprofit boards are open to mergers, and there are six moments in every nonprofit business cycle that are prime for considering these moves,

[Seven harsh truths that will improve your leadership skills overnight](#). Most people in positions of power don't have a clear understanding of what it truly takes to influence others. You don't manage people; you lead people and manage the work.

[Make-A-Wish highlights health benefits of granting wishes](#). The Make-A-Wish Foundation aims to set a Guinness World Record to become the biggest wish-granting organization. Granting a wish can give children an extra boost to battle and beat their illnesses.

[He said/she said harassment cases: Who's telling the truth?](#) HR must decide who is being more credible in harassment investigations when each side says the other is lying. Open-ended questions can help, according to Jeanine Gozdecki, with Barnes & Thornburg.

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## MARKETPLACE

### Services

Our sponsor marketplace serves to further connect our readers with our advertisers who are focused on serving nonprofits. Please keep in mind that you should always check references before hiring a consultant or vendor. Contact Bryan at [Bryan@charitableadvisors.com](mailto:Bryan@charitableadvisors.com) or 317-752-7153 to learn how your business or organization can become a sponsor of the Not-for-Profit News.

#### 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.

[2018 Central Indiana Salary survey.](#)

**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.

#### 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, history, culture and values. Additionally, they prepare graduates for leadership roles

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.

### Legal/Administrative

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

### 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

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](mailto: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](mailto: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 a room for your next meeting or training at St. Paul's Indy

Looking for a meeting space on Indy's Northside? St. Paul's Indy has six rentable spaces to accommodate groups from 6 to 250. Building is handicap-accessible and has a large parking lot and ample street parking. Guest wifi and A/V equipment included. Interested in learning more? [Click here for accommodation details, pricing and an inquiry form.](#)

## 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](mailto:Julie@CharitableAdvisors.com)



JOBS

## Charitable Advisors featured job posting

**Executive Director - People for Urban Progress (PUP).** Use your entrepreneurial and business management skills to advance urban design and civic sustainability. Direct public discussions about design and cultural character to showcase what is authentic to Indianapolis. Work at the intersections of design and reuse, of business and nonprofit, of philanthropy and corporate responsibility....[more](#)

**PUP**

**Executive Director - Servants at Work (SAWs).** Each year, SAWs provides freedom to more than 300 people with physical impairments or disabilities by recruiting volunteer crews to build wheelchair ramps. Founded in 2003, SAWs has grown from an informal group of church volunteers to currently operate in 46 counties across Indiana and has become a resource to organizations that provide safe housing. A faith-based organization, SAWs provides meaningful experiences for volunteers that can be life changing for them as well as for the ramp recipient and their caregivers....[more](#)



## This week's jobs

PLACE A JOB AD

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

Why advertise a job position in the Indianapolis Not-for-profit News?

Because we can help you reach thousands of experienced nonprofit professionals in the Central Indiana area. The newsletter is distributed to 14,000 subscribers with over 75 percent of our readers currently working in a Central Indiana nonprofit.

Make a small investment to reach highly-qualified applicants. Additionally, all job postings are listed on Charitable Advisors' website for 4 weeks. We now accept credit card payments for your convenience.

### Executive

**Executive Director - Motivate Our Minds.** Motivate Our Minds, an after-school educational enrichment program, is currently searching for a full time Executive Director. Located in Muncie, Indiana, Motivate...[more](#)

### Development

**Area North Fundraising Coordinator - United Way of Central Indiana.** United Way of Central Indiana (UWCI), recognizes that the key to success is a strong and cohesive team that works through shared values to achieve our...[more](#)

**Missions Investment Advisor - One Mission Society.** Use your expertise in fund development for Kingdom impact. Join One Mission Society as a Missions Investment Advisor...[more](#)

**Grant Writer - John Boner Neighborhood Centers.** The Grant Writer works collaborative with the Center's programs and executive leadership to secure and manage grants resources. Maintains necessary...[more](#)

**Director of Annual Giving - Marian University.** The Director of Annual Giving, reporting to the Vice-president for Advancement Operations, is responsible for strategy development, planning and implementation...[more](#)

**Corporate Engagement Associate, Team ACE- 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](#)

**Individual Engagement Manager, Team Master Key - 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](#)

**Individual Engagement Manager, Team Affinity - 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 by...[more](#)

### Administrative/Management/Leadership

**Director of Operations - PACE, Inc.** The mission of pace is to provide a variety of services to help offenders, ex-offenders, and their families to lead productive and responsible lives in their...[more](#)

**Human Resources and Payroll Coordinator - Indiana Donor Network.** This key role on a small Human Resources team will be instrumental in providing exceptional service and HR support to candidates, team members, and...[more](#)

## Finance

**Controller - Families First.** This position works with the CFO to ensure oversight of all finance, accounting and reporting activities as well as supervise the accounting department staff. Will...[more](#)

## Communications/Marketing/Events

**Public Events Coordinator - Eiteljorg Museum.** The public events coordinator is an active full-time employee responsible for the development and implementation of Indian Market & Festival in ...[more](#)

**Community Programs Assistant (part-time) - Classical Music Indy, Inc.** The Community Programs Assistant will be responsible for ensuring community collaboration, awareness and execution of programs, social media...[more](#)

## Programs

**Shift Supervisor - Holy Family Shelter.** Holy Family Shelter, an emergency shelter for homeless families, has an immediate opening for a full-time Shift Supervisor for their 2nd shift (3pm-11:30pm)...[more](#)

**Oral Health Program Director (Part-time) - Indiana Primary Health Care Association (IPHCA).** The Oral Health Program Director reports to the CEO and is responsible for developing, implementing, supporting, informing, and coordinating programming...[more](#)

**Volunteer Enrollment Specialist - Big Brothers Big Sisters of Central Indiana.** We are looking for a highly motivated individual to enroll families, over the phone, by providing our initial overview and screening and gathering applicable...[more](#)

## Interns/VISTAs

**Health and Wellness Coordinator VISTA - CICOA Aging & In-Home Solutions.** The VISTA Health & Wellness Coordinator will offer evidenced based and fun nutritional programming at neighborhood meal sites. They will recruit, train and...[more](#)

## Last week's jobs

### DEVELOPMENT

**Institutional Giving Manager - Indianapolis Symphony Orchestra.** The Institutional Giving Manager is a full-time position that manages the benefit fulfillment and stewardship of all corporate partners, as well as portfolio...[more](#)

**Donor Stewardship Associate/Manager (depending on experience) - Indianapolis Symphony Orchestra.** Reporting to the Director of Development Operations, the Donor Stewardship Manager will be responsible for Donor Cultivation and Stewardship projects to...[more](#)

**Planned Giving Representative - The Salvation Army Indiana Divisional Headquarters.** Planned Giving Representative will identify, cultivate, solicit and steward individual prospects and donors, targeting planned gifts for The Salvation Army...[more](#)

### ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

**Process Improvement Coordinator - Indiana Donor Network.** Indiana Donor Network is committed to living out our values of thinking big, serving well, and being remarkable every day so that we can continue to save an...[more](#)

**Membership Development Coordinator - American Institute of Architects - Indiana Chapter.** The Membership Development Coordinator is responsible for AIA Indiana member retention and growth. Through personal outreach to current and...[more](#)

**Leasing Coordinator - Mapleton Fall Creek Development Corporation.** The Leasing Coordinator is a full-time position that reports to the MECDC Asset Manager and works with the guidance of the MECDC &

full-time position that reports to the MIT CDC Asset manager and works with the guidance of the MIT CDC & Mapleton Properties...[more](#)

**Affiliate Specialist - Rock Steady Boxing.** Do you have great administrative skills? Rock Steady Boxing is looking for a special person to join our team and make a real difference in the lives of people...[more](#)

#### FINANCE

**Controller - Delta Sigma Phi.** Delta Sigma Phi, a national fraternity, is seeking a talented financial practitioner with experience in managing non-profit accounting systems. This person will...[more](#)

#### PROGRAMS

**Director of Food Programs - Gleaners Food Bank.** The Director of Food Programs has lead responsibility for food distribution programs - Youth, Mobile, and Senior. The Director of Food Programs leads the...[more](#)

**Addiction Recovery Case Manager - Wheeler Mission.** This Addiction Recovery Case Manager provides counseling, Biblical and spiritual guidance, and recovery programming for long-term guests in the Higher...[more](#)



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help your nonprofit.*

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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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