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# Frontline Perspectives

FOR NONPROFIT BOARD AND STAFF LEADERS

*April 2018*

*Bryan Orander, president, Charitable Advisors*



Save the date! May 2 from 8:30-10 a.m.

## Collaborations and Combinations Panel

On Wednesday, May 2, Charitable Advisors and Charitable Allies will co-host a panel discussion. Panelists will be announced next week. The conversation will center on how local nonprofits are identifying and linking with new partners to increase their mission, impact or financial sustainability. Partnering with another nonprofit should not be limited to cases of survival, but be an opportunity to gain some critical mass around service provision, assemble a more capable leadership team or expand funding capacity. The morning event will be at Charitable Advisors (8604 Allisonville Rd., just north of Kittle's Furniture in Castleton). [CLICK HERE to register.](#)

As we put together the program, your input is valuable. PLEASE take two minutes to complete this [SHORT SURVEY](#) to share your thoughts about nonprofit partnerships and identify collaborations and what you are experiencing.

We are inviting panelists to cover a variety of working partnerships:

- Merger
- Program Integration
- Organization closing and handoff
- Back Office
- Funder perspective

## Looking for a new leadership role?

Charitable Advisors is building a recruiting database of experienced nonprofit leaders. If you are planning to change roles in the next year or sooner, please [CLICK HERE](#) to submit your resume and answer a few questions.



## QUICK TIP

### What Thought Goes into “Hiring” Your New Board Members?

Do you remember when your organization reached a place where you could start becoming a little more particular about the board members who joined your team?

It was probably a year or two after you successfully assembled a solid core of capable people who were seriously investing their leadership time and energy. Leaders attract other leaders and good board members tend to attract more good board members.

When you move beyond being excited about any accountant, or any local resident, or any business owner joining your board, what are you looking for?

In our work to continue to support nonprofit leaders work, we would like to aggregate your responses, and share them in a board prospect assessment or interview guide. Please let me know if you would be willing to share your thoughts in a short call or you can also feel free to e-mail your ideas and insights to [Bryan@CharitableAdvisors.com](mailto:Bryan@CharitableAdvisors.com).

- What are three qualities you see in your strongest board leaders/members that set them apart?
- How did your best board member(s) get introduced to the possibility of serving on your board? In thinking back, how were your best board members introduced to the prospect of serving on your board?
- When interviewing a board candidate, what are the questions that help you determine whether he or she would be a board leader or merely attend board meetings?
- What is the board orientation or board training component that most often creates a “light bulb” moment for new board members – when they finally “get it” and can bring their full capabilities to the work of the organization? (This last one may not be the same for each candidate.)



## LEARNING OPPORTUNITIES

### Conference Season is Approaching

This is a great time to begin thinking about the conferences you can work into your schedule this year to learn with your peers outside the office. Although some organizations and associations have not yet announced their conference dates, many nonprofits have a national office and conference to attend. There are, however, many other options and alternatives. Think about taking a newer staff member or board member along, if you can.

- **July 29-30, 2018** — [Young Nonprofit Professional Network](#). National Conference in Indianapolis. All nonprofit board and staff members are invited to register and attend without age restriction.
- **October 10-12, 2018** — Alliance for Nonprofit Management. [Nonprofit Capacity Builders Conference](#) in Hartford, CT.
- **June 13-14, 2018** — The Indiana Youth Institute's [College and Career Conference](#)(CCC) exists to help professionals prepare students for their futures. By focusing on the whole child.
- **Late November/early December** — [Indiana Youth Institute](#) annual conference. All about youth and the people who serve them.
- **October** — [Indiana Evaluation Association Conference](#)
- **October** — [Celebrating Excellence Conference](#). Center for Nonprofit Excellence in Louisville.
- [Flywheel Social Enterprise Hub](#) — Cincinnati. Watch for its next gathering.
- [BoardSource](#) — no conference in 2018. Budget for fall of 2019.



## YOUR READING LIST

### Delivering Happiness: A Path to Profits, Passion, and Purpose

by Tony Hsieh, CEO of Zappos (2010)

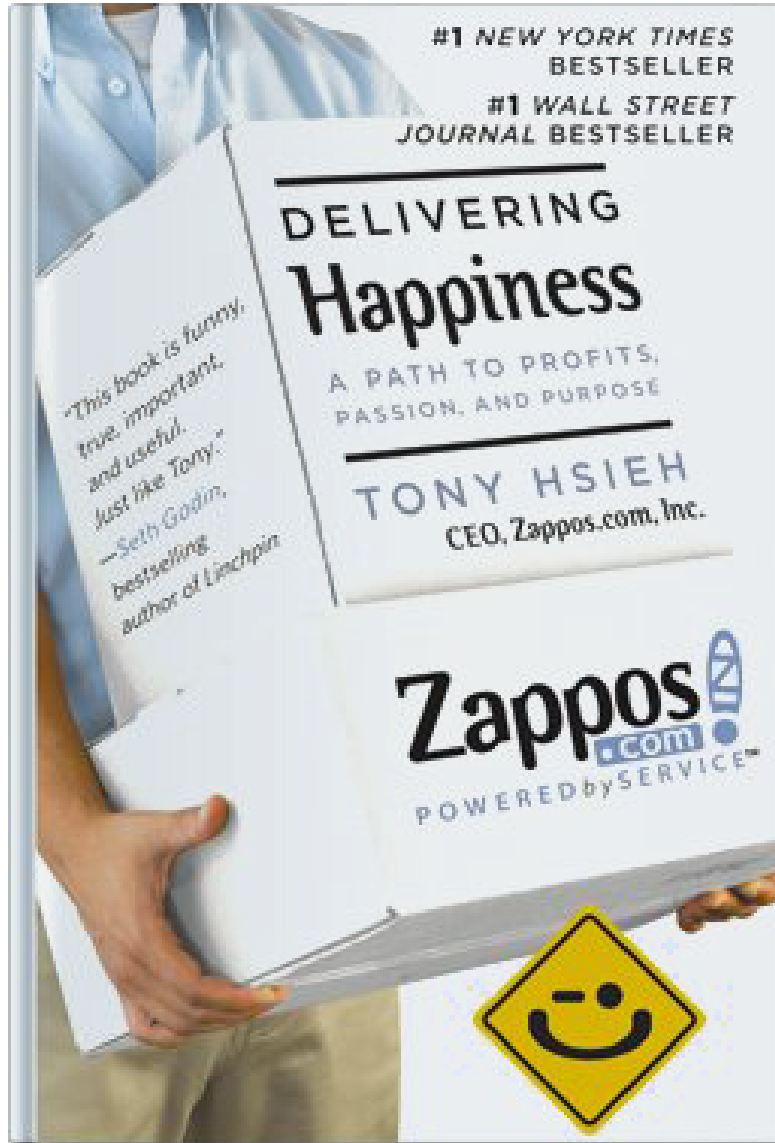
Jacqueline Novogratz is the founder and CEO of Acumen, an organization that seeks to solve the toughest issues of poverty. The book is a firsthand account of her journey from an international banker to a social entrepreneur and founder of Acumen. "Solutions to poverty must be driven by discipline, accountability, and market-strength, not easy sentimentality. It is about building solutions from the perspective of the poor

people themselves rather than imposing grand theories and plans upon them.”

*What titles are you recommending to your colleagues?*

Bryan Orander

[Bryan@CharitableAdvisors.com](mailto:Bryan@CharitableAdvisors.com)



## SELECTED CHARITABLE ADVISORS NONPROFIT RESOURCES

[Nonprofit Job Board](#)

[Real estate to lease or for events/meetings](#)

[How to place a Job ad](#)

[2016 Charitable Advisors Nonprofit Salary Survey](#)

I started Charitable Advisors in 2000 with a vision to offer more than traditional consulting services and to become a connector, advocate, and problem solver for the nonprofit sector. This approach has made Charitable Advisors a critical component of the central Indiana nonprofit infrastructure. Over the past 6-7 years, we have supported more nonprofits through leadership transitions and retirements than any other area firm. Nonprofits post 1,000 job openings each year on our nonprofit job board. We research and publish the local nonprofit salary survey and we keep thousands of nonprofit leaders informed each week through the Indianapolis Not-for-profit News e-mail newsletter.

[Contact me](#) if your organization is preparing for its next strategic planning cycle, envisioning a new focus on board development, or preparing for a planned or unexpected leadership transition.

*Bryan Orander, President - Charitable Advisors*

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PO Box 501245, Indianapolis, IN 46250