



March 29, 2016

Check to see if your organization has completed the Central Indiana nonprofit salary survey. Here is a complete list for you to check to see if your organization has completed the salary survey. If not, please contact Julie Struble for the link.







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Communicating data to drive change

By Patrick McCarthy, president and CEO, and Lisa Hamilton, vice president of external affairs, Annie E. Casey Foundation

Kids can't vote. They can't buy ads on television. They can't form a political action committee to get what they need. They can't speak up for themselves, and as a result they often disappear from the crowded list of political priorities competing for attention. To combat this invisibility, the Annie E. Casey Foundation has been building a project known as KIDS COUNT for more than a quarter century.



KIDS COUNT began in 1990 as a single product: a national data book comparing 10 indicators on children (including infant mortality, education expenditures, and the teenage employment rate) across the United States. The theory behind the book was that if we created an accurate, comprehensive picture of what children need, change would follow. With its ranking of outcomes by state, the foundation hoped to draw attention from the media, as well as from local, state, and national policymakers, by capitalizing on the human impulse to compete.

Learn how the Annie E. Casey Foundation has leveraged the power of information and communication to drive public investment in children and their families. Read more.



From project to platform: the evolution of KIDS COUNT

By the Annie E. Casey Foundation

This report tells the story of how a single data book documenting child well-being measures turned into a mission-critical vehicle for the Foundation in building bipartisan support for proven practice solutions and policy change. The report includes data and research insights that the Foundation gained from decades of investing in a program that turned into a keystone for shaping and amplifying policy on a broad scale.

Read more about KIDS COUNT's evolution in a new report here.



Investing to close Americas racial wealth gap

By Beadsie Woo, The San Diego Union-Tribune

Like many economists who care about American families struggling to make ends meet, I spend a good amount of time thinking about how parents can earn more income to give their children better opportunities and reduce stress in their daily lives. But my real mission is one you hear less about in the debate over income inequality. For families to make their way to a better life, it's not enough to earn more. They've got to keep and grow their earnings, too.

Read more.

Sponsor's insight



Advice from an award-winning fundraiser

By Patrick M. Rooney, associate dean

Barbara Coury didn't get into fundraising for accolades, but she's receiving them anyway.

American Red Cross President Gail McGovern recently presented the national organization's Presidential Award for Excellence -- the highest honor a Red Cross employee or unit can receive -- to Coury, chief development officer for the Indiana Region, and her development team.

It's a well-deserved award. During the past fiscal year, Indiana was third in the nation in total dollars raised against its goal, exceeding the target by 124 percent.

What's the key to their success?

"The Red Cross has increased its emphasis on reaching out to major donors in addition to the vital support we receive from smaller gifts," Coury says. "In Indiana, we focus on engaging with individual donors and self-accountability. Each fundraiser reports weekly on several key metrics, including the number of visits with donors."

Those visits are paramount. Read more.



People on the move



IndyCar Ministry has named David Storvick director. He became a chaplain with IndyCar Ministry last year and covered the entire Mazda Road to Indy series, which included the Indy Lights, Pro Mazda and

USF2000. Storvick was ordained in 2013.



Planned Parenthood of Indiana and Kentucky announced **Ali Slocum** as their new communications director. Slocum's professional background is in state government and news media. Slocum earned a

master's degree at SPEA at IU-Indianapolis.



Stacy L. Cook, JD, is the new general counsel at the Indiana State Medical Association (ISMA). Prior to joining the ISMA, Cook was a partner at the law firm of Barnes & Thornburg, where

she represented physicians, physician groups and other health care providers in business and regulatory matters.



Tammy Walker has been named director of membership services for the Greater Bloomington Chamber of Commerce. Prior to joining the Chamber, she served as the new market

specialist and regional director for Trilogy Health Services Inc. — *Inside Indiana Business*



Monica Chamberlain has joined the Indiana Chamber of Commerce as membership manager for the North Central and Northeastern regions. She previously spent seven years

at Indiana Tech in Fort Wayne, serving as associate vice president of enrollment management. — *Inside Indiana Business*

Announcements

Win free access to the **2016 Indiana Grantmaker Directory**. To be the winning follower, just tweet @INPhilanthropy using #INPhilanthropy and state how your organization gives back. <u>Learn more</u> about the directory here.

The Ortholndy Foundation will contribute \$3 million toward construction of a \$10 million **YMCA** in **Pike Township** (5315 Lafayette Rd.). In recognition of the gift, the facility will be named the Ortholndy Foundation YMCA.

The International Center received a \$237,000 grant from the Eli Lilly and Company Foundation. The gift will be awarded over the next three years to support general organizational operations, as well as provide funding for the launch of a new International Center program, Civic Engagement for Expatriates.

The Marion County Commission on Youth, Inc. (MCCOY) received a \$50,000 grant from the Indianapolis Foundation, an affiliate of the Central Indiana Community Foundation (CICF). This one-year grant will be used for MCCOY's general operating expenses that contributes to the organization's overall mission to advocate, build capacity, convene and provide resources.

Emmy Award-winning actress and philanthropist Jane Seymour presented a \$5,000 check to the **Joseph Maley Foundation**. The foundation was one of four finalists in a national contest seeking groups that embody an Open Hearts' philosophy. Read more.

The Health Foundation of Greater Indianapolis, Inc. awarded **Jameson Camp** a \$3,000 grant in support of Tataya Mato, its camp session for youth affected by HIV and AIDS.

Christel House Academy is pleased to receive a grant from the Bruce J. Heim Foundation for \$2,500 for the Christel House Academy Graduate Assistance Fund. The Bruce J. Heim Foundation was established in 1986 to provide support to programs that help young people to achieve their full potential.

The **Indianapolis Rotary Foundation** announced the guidelines for its Community Grant awards. Two \$25,000 and two \$10,000 will be awarded to Indy-based nonprofits. Letters of intent are due June 27. For more information, please <u>click here</u>.

A community open house day will celebrate the **Boys & Girls Club** new facility on April 30 from 11:00 a.m.- 2:00 p.m. The 22,000-square-foot club (3870 N. Post Rd.) was made possible by a donation from the Finish Line, Inc. and will serve Far Eastside youth, ages 5-18, and their families. Kids attending the open house will enjoy face painting, balloon animals, and a cookie bar and other planned activities.

Kennedy King Memorial (17th and Broadway) memorial on April 4 at 5:00 p.m. to remember a remarkable moment - April 4, 1968 — in Indianapolis history. Free event, includes performances, music and speakers — including Mayor Joe Hogsett. A reception follows.





Leadership development cohorts begins in April and meets monthly from April through October. The program is designed to learn how to create a culture that delivers results -- increased influence, improved attitude, better interpersonal skills, elevated trust, increased performance and better communication. Available at two locations -- Downtown Indy and Carmel. Application is due March 31 and preference is given to nonprofit executive directors but all organizational leaders will be considered and are encouraged to apply. For dates by location: click here.

The **Young Nonprofit Professional Network Indy** (YNPN) will present a free-professional-development event on time management and personal and professional productivity on March 29 at The Children's Museum of Indianapolis (3000 N. Meridian St.). Workshop topics will include tips and tricks for boosting productivity and managing your time both personally and professionally. To register, <u>click here.</u>

11th annual Tobias Leadership conference on April 7-9 at Alexander Hotel (downtown Indianapolis.) Cost: \$295. The conference brings together scholars and practitioners from the entire spectrum of leadership including corporate leadership, nonprofit leadership, religious leadership, educational leadership, medical leadership and political leadership. Learn more.

Create corporate-nonprofit partnerships that thrive webinar on April 14 at 2:00 p.m. Identify key characteristics of mutually beneficial partnerships, outline benefits to both parties, and share insights into how to develop a strong, long-term relationship with a corporate sponsor. Early bird: \$75, after April 7: \$96. To register, click here.

CASE Indiana Spring conference on April 15 from 9:00 a.m.- 3:00 p.m. at Ball State University (Alumni Center, Muncie.) Tracks feature panels and discussions in development, alumni relations and communications. Register by April 1 for the early bird discount. Cost: \$75. Learn more.

Introduction to fundraising planning on May 21 from 10:30 a.m. to 12:30 p.m. at the Central Library (40 E. St. Clair St., in the Knall meeting room.) If your organization has never developed a fundraising plan or calendar, this session is for you. It provides an overview of the process of strategically thinking through the components of a fundraising plan. This workshop is best for those who have already established their nonprofit organization. Free. To register, click here.

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Volunteer opportunities

Please send your needs and donations of supplies, equipment, and furniture plus volunteer opportunities and requests to lndyNews@NotforProfitNews.com.

Dining Out For Life ambassador on April 28. As an ambassador, you are given the opportunity to go out into the community and spread awareness about The Damien Center and partner with some of Indy's top restaurants. Volunteers work one meal shift at an assigned participating restaurant.

This is a great way to give back and experience Indy's ever-growing restaurant scene! Commitment: five hours. For more information, <u>click here</u>.

The Indianapolis Museum of Art volunteer call out: The IMA is looking for enthusiastic volunteers who want to donate their time and passion for art! We have a variety of opportunities this spring as we ramp up our volunteer team for guest service to join an experienced focused group of volunteers. If you are interested, please contact Chris Morehead at cmorehead@imamuseum.org or 317-923-1331 ext. 297 to get more information on volunteerism at the museum today!

Swap

To submit an item, click here.

DONATE: Nurit 2085 merchant machine. Excellent condition. Contact Julie Struble at Julie@CharitableAdvisors.com

DONATE: Ten SitOnIt REALIGN high-back task chairs. Vertically adjustable. Suitable for desk / conference room / reception. Meta Minor upholstery in chocolate with cream & blue pattern. Excellent condition! Available for pick-up anytime between now and April 9. Contact Amy Howard at ahoward@kaufmanglobal.com







National news



Google boosts the importance of mobilefriendly sites. In May, Google will launch an update to further boost websites' mobile-friendly



Struggling to fill jobs (video) John Graham of Duke University gives the results of the latest Duke University/CFO global business outlook

rankings. It second move to put increasing pressure on nonprofits to keep their sites updated.

survey.





View a video discussion about how organizations are using Google Hangouts to talk to grant recipients around the world, teach people new skills and more.



A guide to cutting health-care costs. Is your company paying too much for health insurance? It might be time to change your strategy.

Sponsors' insights

Synergy. The right way to terminate an employee. To terminate an employee is an unpleasant and difficult task that every manager must face at some time in their career. Discharge should be distasteful and only used as a last resort. It should always be considered as economic capital punishment.

VonLehman CPA Group. Does your board need an outside member? Boards of directors in closely held businesses are typically comprised of the owners or officers of the company. They handle higher level or strategic business decisions in the operation of the company.







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 <u>Bryan@charitableadvisors.com</u> or 317-752-7153 to learn how your business or organization can become a sponsor of the Not-for-Profit News.

Legal/Administrative

<u>Charitable Allies:</u> nonprofit that provides affordable, experienced nonprofit legal services.

Human resources

Synergy: professional employer organization (PEO), Synergy assumes the risk and liability of employing employees, and administers payroll, benefits and human resources.

<u>FirstPerson</u>: professional advisory firm that creates meaningful work experiences through benefits, HR and wellness solutions.

Technology, software, services

FTM LLC: software advisor to improve organization's financial operations with system implementation, training and support.

<u>Netlink, Inc.:</u> 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, planning and board governance.

BKD: CPAs and advisors offering services in assurance, tax, risk management, technology and forensic to closely-held businesses, nonprofit organizations and individuals.

FTM LLC: works solely with nonprofits on bookkeeping, audit preparation, outsourced controller and CFO services.

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.

Fund development

The Indiana Philanthropy Alliance: brings back its Directory of Indiana Grantmakers. The searchable, online database, includes profiles for over 1,000 funders of Indiana nonprofits. Preorder now for early-bird pricing; available at the

Marketing/digital fundraising

Balance Marketing: specializes in maximizing nonprofit's ability to connect, engage and inspire investment in its cause through digital and interaction communication practices.

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.

<u>Charitable Advisors:</u> BoardSource-certified governance trainer, support for board-led ED/CEO search process.

Metamorphosis Change

Agents: Specializes in leadership transitions and organizational development for small to mid-sized nonprofits and associations.

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. Through traditional or
online master's degree programs, gain the
knowledge and skills necessary to pursue
further graduate study or to enter the field as a

The Indiana Association for Community Economic Development (IACED):

supports a network of organizations to build vital communities and resilient families through community building, training, technical assistance and advocacy.

Leadership Development

nonprofit professional.

end of the first quarter.

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.

Radiancy Coaching Partners: Leadership coaching and personal development for nonprofit staff, volunteers and board members to help get the right projects done with heart.

Leadership Indianapolis: develops and mobilizes a robust pipeline of community leaders to address and solve the issues and opportunities facing the growing metro area.

The VICIOUS CYCLE of fundraising is here.

Blame the DD or the ED?

Join the conversation today.



FIRST PERSON

Real estate

PLACE A REAL ESTATE AD

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



Affordable Near-Southside office space

DOWNTOWN 300 to 10,000 sq. ft. Great location at I-65 and South Keystone Avenue (3530). Five minutes from downtown with easy access to all Indianapolis. Free parking. Many restaurants nearby. Other nonprofits on site. Low rates: \$10 to \$12 per square foot depending on space size. Call Ron at: 317-702-6079.



Affordable-near Eastside office space

Located in the Genesis Plaza, this 1,937 square feet of affordable business/office space is available. Conveniently located near I-70 at 2855 N. Keystone Ave. The single story facility has a security system and free parking. Other nonprofits on located on site. Five minutes from downtown. For more information or to arrange a visit, contact Dan Wegg at

(317) 957-2042 or by email at dwegg@IUHealth.org.



The Sol Center is the perfect place for your next gathering

Host your next business meeting, board meeting, social gathering or board retreat at the Sol Center, home to Meal on Wheels. Located downtown, its 2,500-square-foot ballroom is handicap accessible and seats 150 people. The space offers

such amenities as a state-of-the-art A/V system, dual 10 ft. ?7 ft. ceiling-mounted screens, small stage and podium, a caterer's staging kitchen, coatroom and free-lighted parking. Rental income is used to subsidize meals for our low-income clients. For information, contact Vicki Burdick at 317-252-5558.



Vibrant nonprofit setting

Conveniently located near Butler University, Christian Theological Seminary, and the Indianapolis Museum of Art (42nd and Michigan Rd.) and available to all "nonprofit" organizations representing education, advocacy, faith and social services. Amenities include

special introductory rates, full-service leases, nicely-equipped conference rooms of various sizes, ample free parking, and helpful on-site management. Contact us at 317-923-3617 or iic@indianainterchurch.org.



For emerging nonprofits

Nonprofit co-working office space in historic Lawrence Village near Fort Harrison State Park. The co-working space, 6,800 sq. ft., is fully furnished and includes WiFi, elevator access and parking and is offered by Launch Cause. The nonprofit is dedicated to helping emerging nonprofit organizations. Multiple

leasing options are available and space scholarships. Learn more.



Westside church for sale

1402 N. Belleview Place, asking price is \$700,000. Spacious three-level church (18,900 square feet) with 600-seat sanctuary capacity; lower-level fellowship hall; beautiful stained glass windows; heated baptism pool; commercial kitchen. Plenty of options for office and classroom space. Great location for community outreach; located five minutes from downtown on a bus line. Facility has been approved for childcare ministry

operation as well. For more information, please call the church office at 317-635-1942.







This week's jobs

To view all jobs, visit the <u>Not-for-profit News jobs' board.</u>

Job ad special of \$77 for Intern/Americorps posts through April. Please send ad copy to Kristen at ads@charitableadvisors.com. Deadline is Sunday evenings for Tuesday's newsletters.

EXECUTIVE

President - Heartland Film. Heartland Film is a nonprofit arts organization founded in 1991 with the mission to inspire filmmakers and audiences through the transformative power of film...more

Executive Director - Safe Families for Children. The Executive Director of Safe Families for Children - Central Indiana is responsible for the operation, growth and development of all Safe Family...more

Executive Director - Hamilton County Area Neighborhood Development (HAND), Inc. HAND is seeking an Executive
Director to provide leadership to a dynamic nonprofit community
development corporation serving the fastest growing...more

Executive Director - Percussive Arts Society, Inc. Worlds largest music service organization of drummers & percussionists, located in downtown Indianapolis, seeks a new Executive Director. For full job...more

ADMINISTRATIVE/LEADERSHIP

Executive Assistant - Richard M. Fairbanks Foundation. The Executive Assistant provides administrative support for the President & CEO and coordinates administrative support functions for the Foundation...more

Finance & Administrative Manager - Near North Development Corporation. Full-time professional position reporting to the
President of the corporation, responsible for day-to-day 'back office' operations of a small non-profit housing...more

Assistant Director - Center Operations - Family Development Services. The Assistant Director - Center Operations position of Family Development Services is a field position designed to assist...more

FUND DEVELOPMENT/MEMBERSHIP

Development Officer - Fairbanks. Fairbanks is a 70 year old addiction treatment center focused on recovery. Hope Academy is a 10 year old charter high school for students in recovery...more







Senior Director Donor Relations and Special Projects - Ball State University. Do you have non-profit or higher education experience in fundraising? Would you like to work with an energetic group of staff at a newly unified foundation...more

Development Positions - Ohio Valley Voices. Ohio Valley Voices, a leader in teaching deaf and hard of hearing children to speak, is building its development team as it seeks to secure the future of its Programs...more

PROGRAMS

Mobile Pantry Coordinator - Gleaners Food Bank. The Mobile Pantry Coordinator is responsible for coordinating Gleaners' Mobile Pantry program. This will be accomplished by working with existing Mobile...more

Director of Education - United Way of Central Indiana. At United Way of Central Indiana, we recognize that the key to success is a strong and cohesive team that works through shared values to achieve our...more

Director of Compliance & Risk Management - Tangram. Responsible for maintaining the integrity of the agency legal, regulatory, quality assurance, and compliance and risk management systems. Also fosters an agency wide culture...more

Health Care Coordinator & Nurse Trainer (LPN) - Tangram. As a Health Care Coordinator & Nurse Trainer (LPN), you will be responsible for providing client care coordination, assisting with program management, and for providing...more

Behavior Consultant - Tangram. Behavior Consultants are directly responsible to the Director of Behavioral Health Services for ensuring that all behavior health services are identified and agreed upon...more

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90-day ads

Indianapolis Teaching Fellows. Train to become a certified teacher in Indianapolis with Indianapolis Teaching Fellows. Transform your academic background and professional experience into a high-impact career as a certified teacher in...more





Last week's jobs

EXECUTIVE

President & CEO - Community Foundation of Boone County. The Community Foundation of

Boone County (CFBC) is seeking an experienced leader to become its full-time President & CEO. This position currently leads...more

Vice President. A leading local community human service organization is currently seeking a dynamic, experienced, and passionate Vice President who shares the organization's...more

ADMINISTRATIVE/LEADERSHIP

Ministry Assistant (part-time) - Christian Church in Indiana. Administrative Assistant position in Protestant denominational office. The Christian Church (Disciples of Christ) in Indiana is seeking a Ministry Assistant (receptionist...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...more

Clearinghouse Coordinator - Love In the Name of Christ of Boone County (Love INC). Love INC is seeking an individual to fill the position of Clearinghouse Coordinator. The primary purpose of Love INC of Boone County Clearinghouse is to receive requests...more

FUND DEVELOPMENT/MEMBERSHIP

Manager of Donor and Alumni Relations in the College of Education - Purdue Research

Foundation. The Purdue Research Foundation, University Development Office has an opening for a

Manager of Donor and Alumni Relations in the College of Education. The...more

Assistant Director of Fund Development - Tindley Accelerated Schools. The mission of the Tindley Accelerated Schools is to empower its students - regardless of their past academic performance - to become successful learners...more

Development & Communications Director - Rock Steady Boxing. The Development/Communications Director will be responsible for all fundraising and development activities. We're looking for someone with ability to effectively...more

Campaign Director, Light The Night - Leukemia & Lymphoma Society. The mission of The Leukemia & Lymphoma Society is to cure leukemia, lymphoma, Hodgkin's disease and myeloma (blood cancers), and improve the quality...more

COMMUNICATIONS/MARKETING/OUTREACH

Database and Communications Coordinator - Indiana 4-H Foundation. The Indiana 4-H Foundation, located on the campus of Purdue University, is seeking a Database and Communications Coordinator to oversee daily office operations...more

PROGRAMS

Associate Director of Programming - College Mentors for Kids. College Mentors for Kids, a national mentoring organization, matching elementary children with college student mentors, is seeking to hire an associate...more

Director, Nursing Knowledge International - Sigma Theta Tau International Honor Society of Nursing. Our purpose is to support learning and professional development of nursing professionals through knowledge dissemination. We have over 130,000 active...more

Manager - Community Living - Noble. The Manager of Community Living is a full-time salaried position managing the daily operations of Noble's expanding Community Living (Residential) Services...more

Ryan White Non-Medical Case Manager - Step-Up, Inc. This service includes the provision of advice and assistance in obtaining medical, social, community, legal, financial, and other needed services...more

Pasteurization/Donor Technician - The Milk Bank. The Milk Bank is looking for a full time bilingual (English/Spanish) Pasteurization/Donor Technician to join our fast paced, growing nonprofit. This position is key...more

Assistant Director - Circle City Clubhouse. Circle City Clubhouse is hiring an Assistant Director to provide clinical and program supervision for a Clubhouse model psycho-social rehabilitation located...more

Employment Coach - Edna Martin Christian Center. Edna Martin Christian Center in partnership with United Way, LISC Indianapolis and other funders is working to improve the quality of life for families served by the...<u>more</u>

Housing Coordinator - Exodus Refugee Immigration Inc. Exodus Refugee Immigration Inc. is seeking a full-time Housing Coordinator to deliver quality and timely services to welcome refugees through our Reception...more

Early Childhood Education Opportunities - Early Learning Indiana. Interested in helping to transform early childhood education? Want to help make a deeper impact for Indiana's youngest citizens? Great opportunities are available at...more

Deputy Director for Continuous Quality Improvement - Early Learning Indiana. The Deputy Director for Continuous Quality Improvement is responsible for ensuring that the statewide network of nine (9) local child care resource and referral (CCR&R) agencies...more

Director of Statewide Family Support Services - Early Learning Indiana. Families are the critical stakeholder in early childhood systems. This new and innovate role would oversee a wealth of direct-to-family services, as well as supports for local...more

INTERNSHIPS / VISTAS

AmeriCorps VISTA positions - Indy Hunger Network. Want to help grow and strengthen the hunger-relief system in Indianapolis? Indy Hunger Network sponsors several AmeriCorps VISTA positions to build capacity...more

AmeriCorps VISTAs - Jameson Camp. Jameson Camp is hiring two AmeriCorps VISTAs to begin August 2016! We are an award-winning, fully accredited summer camp and year-round youth service...more

Assets & Opportunity Network VISTA Position - Indiana Association for Community

Economic Development. The Indiana Association for Community Economic Development (IACED) is seeking AmeriCorps VISTA members. The Assets & Opportunity Network VISTA will work...more



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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