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July 6, 2017

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## FEATURES

# How nonprofit networks are raising the bar on results

By Alan Tuck and Mandy Taft-Pearman, contributors, Stanford Social Innovative Review

When people are asked to identify nonprofits, certain names jump to the foreground -- the YMCA, the American Red Cross, Boys and Girls Clubs, Habitat for Humanity. What these household names have in common, besides size and fame, is that they all work through a network structure, with multiple affiliates across the country striving for significant impact. In fact, nine of the 10 largest U.S. nonprofits are networks.



For decades, the main pressure facing networks was to be in more places and serve more people. Now, there is a different kind of pressure: to get better. Networks with multiple sites are increasingly expected to provide donors and supporters with a higher level of evidence that their work is effective and delivered consistently across the board. While an "outcomes" orientation isn't new, its effect on the sector has been magnified, in part because of the difficult economy. [Read more.](#)



## The networked nonprofit of tomorrow: Ensuring impact, fundraising success

By Susan Raymond, partner, One Hundred Agency

This blog series unpacks and explores ONE HUNDRED's recent findings on "networked nonprofits" and situates these hub-and-spoke entities' unique organizational challenges in today's philanthropic landscape.

### Unique challenges

"Networked nonprofits" operate as hub-and-spoke networks -- with affiliates tied to a central headquarters -- and represent a significant part of the nonprofit sector. These organizations face a unique mix of leadership, management, communications, and brand challenges -- challenges that extend to fundraising and disbursement.

How funds are raised, how prospects are managed, how funds flow within a given network, and how transparency and accountability are established are all challenges that networked nonprofits face. [Read more.](#)

Over the past 40 years, Michigan's philanthropic leaders have developed an integrated framework to support the nonprofit sector across both a statewide geography, and over time. How was such a dynamic powerhouse of philanthropic giving, volunteer human capital, and nonprofit management training created? Can the lessons be replicated?

Our State of Generosity (OSoG) is a partnership of four institutions -- the Council of Michigan Foundations; the Michigan Nonprofit Association; the Michigan Community Service Commission; and the Dorothy A. Johnson Center for Philanthropy -- that collectively form the backbone of the state's philanthropic, voluntary, and nonprofit infrastructure. Each of these four partners has invested financial and human resources in the start-up and ongoing operation of the OSoG project.

In the publication, chapter four looks at the power of networks. [Read more.](#)

## Sponsor's insight

### Giving USA indicates growth in philanthropy across all nonprofit sectors

By Angela E. White, CFRE, senior consultant and CEO, Johnson, Grossnickle and Associates

Giving USA released its annual estimates of U.S. charitable giving in June for 2016, and the results show overall growth during a presidential-election year filled with national tumult and impending policy changes. Giving USA 2017: The Annual Report on Philanthropy reports that total giving in our nation reached \$390.05 billion in 2016, an increase of 2.7 percent over 2015. This total is the highest since Giving USA began tracking this data 40 years ago.



Published by Giving USA Foundation, a public service initiative of The Giving Institute, Giving USA is the longest running and most comprehensive report of its kind in America. It is researched and created by the Indiana University Lilly Family School of Philanthropy.

Despite volatility in economic and political arenas in 2016, each of the nine major categories of charitable organizations realized growth in giving. This has happened only five other times during the past 40 years (1976-2016). The increase continues a positive growth trend, indicating that charitable giving has overcome losses from the 2008 recession, although growth has slowed and is considered moderate overall. [Read more.](#)



## LOCAL NEWS

### People on the move



The Richard M. Fairbanks Foundation has hired **Sarah Hawkins** as senior program officer. She previously served in various program and strategy roles at The Mind Trust and Leadership

Indianapolis and is a member of SKL Class XXXVI.



Taylor University has named Indianapolis-area executive, lawyer, and college fundraising professional **Rex Bennett** vice president for university advancement. He has served as vice president

for development-finance at FSJ Inc. — *Inside Indiana Business*



**Clyde Bodkin** has joined Central Indiana Youth for Christ as ministry director. He has more than 25 years of business and ministry experience including advertising, marketing

communications, multi-cultural marketing and non-profit board leadership.



The Honor Society of Nursing, Sigma Theta Tau International, has named **Elizabeth Madigan** chief executive officer. She most recently served as Independence Foundation

Professor in Nursing Education at the Frances Payne Bolton School of Nursing at Case Western Reserve University in Cleveland. . — *Inside Indiana Business*



The University of Indianapolis has named **Erica Young** the new executive director of the Metropolitan Indianapolis/Central Indiana Area Health Education Center (MICI-AHEC). UIndy has been

the host organization for MICI-AHEC since 2014.

### Sponsor's insight

#### Avoid the dread and shakedown of Ransomware

*By Chip Heberden, owner and president, Netlink, Inc.*

If you were within an earshot of current events in the last few weeks, you didn't escape the news coverage of the high stakes ransomware attack known as WannaCry. While it may have felt like a Y2K -- "The Sky Is Falling" -- sequel for a couple of days, in the U.S., we managed to avoid the brunt of the latest major exploit that affected much of the globe.

The ransomware exploitation, known as WannaCry, started in May and affected hundreds of thousands of users in government agencies and private businesses around the globe.



An unexpected kill switch was found over the first weekend and that limited the U.S. impact on business Monday. The U.S. avoided the wrath that affected the National Health System in the United Kingdom, as well as Germany's rail system, Renault and Nissan factories, FedEx, Spanish telecom Telefonica. [Read more.](#)

## Announcements

**The Indianapolis Foundation** is now accepting Phase II community crime prevention grant applications July 1 through July 31. Phase II will award \$2,064,500 to nonprofit organizations serving Marion County that clearly demonstrate an immediate intentionality around crime prevention and violence reduction. Contact Alicia Collins at [Alicia@cicf.org](mailto:Alicia@cicf.org) for an application.

Ted Grossnickle of Indiana's **Johnson, Grossnickle and Associates (JGA)** was honored for lifetime achievement in ethical fundraising and advancing the fundraising profession. Grossnickle was recognized for lifelong dedication to emphasizing philanthropy's ethics and values, acting as a mentor to perpetuate and invigorate philanthropic traditions, and noted leadership in a long, productive career of distinction.


**Little Red Door Cancer Agency** providing free tickets to survivors to Cancer Survivors Day at Indiana State Fair on August 19. [Tickets can be claimed here.](#)

**Jobs to come with Easterseals Crossroads acquisition.** An organization that mainly employs people with disabilities has announced an acquisition it says will create around a dozen jobs in Indianapolis. [Read more.](#)

The **International Violin Competition of Indianapolis (IVCI)** was recently awarded a \$47,000 grant from the Arts Council of Indianapolis and the City of Indianapolis. All funding will be used to support the ongoing work of the IVCI-providing professional development for our Laureates (competition winners), producing the annual chamber music series-The Laureate Series, providing education-outreach programs, and supporting the production of the competition itself.

**Link corrected!** **Junior Achievement of Central Indiana** is now accepting nominations for this year's Indy's Best & Brightest Awards. The event honors 100 of Central Indiana's outstanding young professionals, age 40 and under. Nominations are due by Aug.14. [Learn more.](#)

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## Professional development

**LISC Development on tap: Creative placemaking in Cincinnati and Indy** on July 11 from 3:30-5:30 p.m. at The Platform (202 East Market Street.) The discussion will include a panel of leaders who have been driving the initiative in neighborhoods throughout Indianapolis (including Great Places 2020 areas) and Cincinnati. We will also hear from national leaders who will further discuss opportunities and lessons for the role arts and culture play in economic development. Free. To register: [click here.](#)

**Leadership certificate for nonprofit board chairs** three part webinar from July 11-25. This certificate program allows you to connect with a governance expert as well as your peers to conquer the unique challenges and issues that encompass the board chair position.\$399. To register: [click here.](#)

**Can you outsource your accounting department?** on July 19 from Noon-1:00 p.m. at VonLehman CPA & Advisory (8250 Woodfield Crossing Blvd., 3rd Floor.) Do you wish you had more time to focus on growing your business? During this presentation we'll discuss how we can help your business take the "burden" out of accounting. [Learn more.](#)

**Moving beyond "by the book" strategic planning -- A market-driven approach to strategy** webinar on July 19 at 2:00 p.m. Strategy development is often insular and ceremonial. It doesn't have to be. In this webinar, we'll focus on a mix of three effective planning processes -- strategic engagement, marketplace analysis, and Jim Collins' "Good to Great" analysis -- that allow an organization to thrive in the context of the realities in which it operates. Free BoardSource members/\$75 non-members. To register: [click here.](#)

**The happy, healthy nonprofit** on July 20 from 8:30 a.m.-1:00 p.m. at Hendricks Power Cooperative (86 N. County Rd 500 E. , Avon). Nonprofit folks like you spend so much time focused on taking care of our community that sometimes you forget to take care of yourself. Nonprofit burnout is real! Presented by Beth Kanter, author of "The Happy, Healthy Nonprofit". Your \$30 registration fee covers breakfast, lunch and a copy of her book. Register: [click here.](#)

**Nonprofit leadership in the 21st century** on August 1 at East 38th Street Library (5420 E. 38th Street.) Learn the critical skills needed to run a nonprofit organization. To register: 317-275-4350.

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## Volunteer opportunities

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

**Best Buddies'** International Leadership Conference July 21-24 in Bloomington. Please complete our [online volunteer interest form](#) to receive more info.

The **Latino Coalition** is currently looking for a volunteer to watch the children at our eastside support group Semillas de Esperanza (Seeds of Hope). We currently host 2 bi-weekly support groups on the eastside and west side of Indianapolis. Contact Monica Casillas at [mcasillas@indianalatinocoalition.org](mailto:mcasillas@indianalatinocoalition.org) or 317- 926-4673.

**Life Centers** has various volunteer opportunities for those that are available to serve weekly for 4 hours. To find out more, [visit our website.](#)

## Swap

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

There are no Swap items this week.

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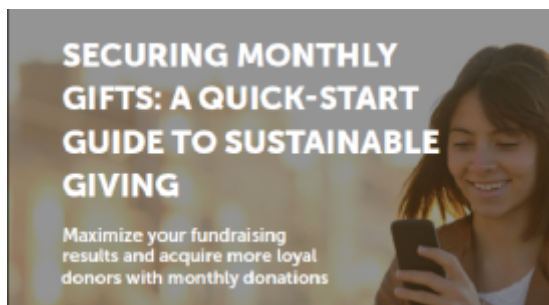
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 **TRENDS / RESOURCES**

## National news



**11 key ingredients of organizational growth.** Is your organization stuck on a no-growth plateau? If so, Billy Shore, founder and CEO of Share Our Strength and the No Kid Hungry campaign, has some advice.



**Build an effective monthly giving program.** Monthly donors give more, are more engaged, and are more loyal. Download the quick start guide.



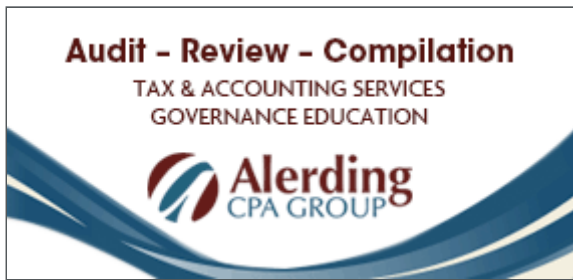
**What do nonprofits in the nation's most charitable cities have in common?** They spend about 80% of their funding on community programming, don't skimp on overhead funding and budget strategically to avoid relying on grants.



**Creating a culture of innovation with employee health care.** Are our employee health benefits as equitable and valuable as they possibly can be for the amount of money spent on them?

## Sponsors' insights

*Aly Sterling Philanthropy.* **Four steps to finding the right nonprofit board.** Are you interested in serving on a nonprofit board? Or do you already serve but feel like it's the wrong fit?



## 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

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

**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.

**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

**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.

### Transition/retirement

**Alerding CPA Group:** provides board governance, training, consulting and succession planning.

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

### Education/training

**School of Public and Environmental Affairs at IUPUI:** At SPEA, people learn how to work in government, nonprofit and business roles to make positive changes in their communities, their states, their countries and the world.

**Indiana University Lilly Family School of Philanthropy:** Our programs are the first in the nation to focus on philanthropy's history, culture and values. Additionally, they prepare graduates for leadership roles and deeper, more thoughtful and engaged practice in the nonprofit sector. Our master's program offers three ways to earn a degree: online, executive and on campus.

**Prosperity Indiana:** supports a network of organizations to build vital communities and resilient families by serving as an advocate, capacity builder, funder, community builder and connector.

**Indiana University Robert H. McKinney School of Law:** Master of Jurisprudence graduate degree program prepares professionals with the legal knowledge to enhance, and potentially advance their careers.

### 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.

**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.

**Fundraising & Board Governance Counsel**

**Loring, Sternberg & Associates:** fundraising and management consulting firm offering a variety of services designed to increase the efficiency, effectiveness and fundraising capacity of nonprofit organizations, including interim development staffing and development audits.

**Banking/asset management**

**The National Bank of Indianapolis:** the bank of choice for nonprofit organizations.

**Legal/Administrative**

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

**Experience Design**

**SmallBox:** SmallBox is a creative agency that designs distinct brands, provides transformational learning experiences, and helps clients identify and solve complex problems.

**Talent Search / Recruiting**

**Talbott Search:** The Nonprofit Experts for recruiting, interim support and consulting. We know nonprofits. That's all we do.

**Board Management**

**Boardable:** Indianapolis-based software company that provides nonprofit boards with a tool to manage board business.

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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).

**Celebrate the summer by hosting your next event at the Sol Center!**

The Sol Center, home to Meals on Wheels, is the perfect place for summer parties and receptions. Rental income is used to subsidize meals for low-income clients, so you can take joy in the fact that your event will have a direct, positive impact on many homebound Hoosiers. Also 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).

**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)





### Introducing the new Key Consumer community room

Tired of paying outrageous hotel rates for a training/meeting room? This newly-remodeled, fully-equipped training facility is just north of 46th Street off of Keystone Avenue in Indianapolis (4755 Kingsway Dr., 3rd floor (often referred to as the CICOA bldg.) and has plenty of free parking.

**Two rooms are available for rental.**

- Space #1: seats 25 participants (20 is optimal) and has an overhead AV system and ceiling-mounted screen. The cost is \$75 a day.
- Space #2: boardroom, which comfortably holds 10. The cost is \$35 a day.

Both spaces have access to kitchen/break room with tables/seating, refrigerator and microwave. Rental income supports KEY's mental health advocacy and education efforts. For information, contact Barbara Crane at [barbaracrane@keyconsumer.org](mailto:barbaracrane@keyconsumer.org) or 317-550-0008.



### 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.

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## JOBS

### Charitable Advisors featured job posting

**Chief Executive Officer (CEO) - Community Alliance of the Far Eastside (CAFE).** Build on a strong foundation of community participation, a solid [Quality of Life Plan](#) and active funder support to continue the revitalization of the Far Eastside neighborhoods. Boundaries for CAFE include I-465 to the west, Pendleton Pike and 56th street to the north, Carroll Road to the east, and Washington Street to the south. CAFE is both a Center for Working Families and a Community Development Corporation (CDC) while also offering senior and summer youth programs. In their facility at 38th and Post, CAFE hosts HealthNet and LaPlaza. ...[more](#)



### This week's jobs

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

**PLACE A JOB AD**

#### EXECUTIVE

**Executive Director - Global Interfaith Partnership.** After 10 years of partnership and growth between a multi-faith coalition both in central Indiana and Chulaimbo, Kenya, the Global Interfaith Partnership is looking...[more](#)

**Executive Director - New Harmony Project.** The Executive Director is the chief operating officer for The New Harmony Project ("NHP"), a national 501(c)(3) organization that serves writers for stage, film and...[more](#)

**Executive Director - Children Inc.** Children, Inc. seeks an Executive Director to lead its licensed non-profit childcare agency that serves more than 200 children annually. Children, Inc. is a Path to...[more](#)

**Executive Director (part-time) - On Your Level Youth Project (OYLYP).** On Your Level Youth Project (OYLYP) provides a voice for the unheard youth in our city. Through spoken word programming our goal is to bring those voices to a...[more](#)

## FUND DEVELOPMENT

**Associate Director of Development - Butler University.** Butler University is seeking three (3) Associate Directors of Development who will work with University Advancement team members to manage and deepen...[more](#)

**Development Coordinator (part-time) - Indiana Park & Recreation Association.** Part-time (20 hrs. per week) position available for flexible and dynamic individual with development background to provide support for our non-profit organization's...[more](#)

**Director/Coordinator of Development - Fair Haven Foundation, Inc.** The mission of Fair Haven is to share the love of Jesus Christ by providing gracious hospitality to seriously-ill patients and their families traveling to Indianapolis for...[more](#)

**Manager, Fundraising & Special Events - The ALS Association Indiana Chapter.** The Manager of Fundraising & Special Events is responsible for the planning and implementation of the ALS Association (ALSA) Indiana Chapter fundraising events...[more](#)

**Director, Philanthropy and Membership - Indianapolis Motor Speedway Foundation, Inc. (IMS Museum).** Full-time position as Director of Philanthropy and Membership to work with a variety of staff and members of the Board of Directors of the Indianapolis Motor Speedway...[more](#)

## ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

**Director of Special Projects - National Panhellenic Conference.** The National Panhellenic Conference seeks an energetic and team-oriented individual to assist in carrying out our mission by managing and implementing a...[more](#)

**Community Investment Officer - Central Indiana Community Foundation (CICF).** If you've always wanted to find a place where you are surrounded by people as intelligent, dedicated, and passionate about the transformative power of...[more](#)

## COMMUNICATIONS/MARKETING

**Director of Communication and Marketing - National Panhellenic Conference.** The National Panhellenic Conference seeks an energetic and team-oriented individual to assist in carrying out our mission by managing and implementing a...[more](#)

**Media Relations and Communications Specialist - Indiana Donor Network.** The Media Relations and Communications Specialist is an incredible opportunity for a seasoned professional to serve in a mission-driven organization. This...[more](#)

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September 8 - 10

www.LeadershipIndianapolis.com

**Community Outreach Specialist - Truth Initiative.** The Community Outreach Specialist builds grassroots connections and relationships with new supporters and leaders in their region, forms partnerships...[more](#)

## FINANCE

**Chief Financial Officer - Cathedral High School.** Cathedral High School is seeking a Chief Financial Officer to provide leadership in insuring that the financial affairs of the school are carried out in a Christian, fiscally...[more](#)

**Accounting Specialist - Receivables - Alpha Gamma Delta.** The Accounting Specialist supports the Accounting Manager and the Accounting, Property Management and Operations teams by building capacity and participating...[more](#)

**Finance & Operations Administrator - Autism Society of Indiana (ASI).** Under the direction of the Chief Executive, the Finance & Operations Administrator maintains all necessary and appropriate records, files and processes documents to...[more](#)

## PROGRAMS

**State Disabilities/Mental Health Coordinator - Transition Resources Corporation.** The Coordinator assures that the Mental Health - Social Emotional component for children birth to 5 years adheres to Head Start Performance Standards, state...[more](#)

**Coach (part-time) - Rock Steady Boxing, Inc.** Rock Steady Boxing's mission is to empower people to "fight back" against Parkinson's disease. We are looking for a special person to join our team and make...[more](#)



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## Last week's jobs

### EXECUTIVE

**Executive Director - Random Acts of Flowers.** After the successful launch of its newest branch in Indianapolis, Random Acts of Flowers is seeking a skilled fundraiser to create and implement a local...[more](#)

### FUND DEVELOPMENT

**Assistant Director of Donor Relations - Butler University Advancement, Butler University.** The Assistant Director of Donor Relations will join the Donor Relations team in planning and executing Butler's institution-wide comprehensive donor relations...[more](#)

**Resource Development Coordinator - Teachers' Treasures.** The Development Coordinator is responsible for supporting the on-going growth and success of Teachers' Treasures fundraising events and campaigns while...[more](#)

**Grant Officer - Little Red Door Cancer Agency.** The primary responsibility of this position includes overall planning, coordination and execution of Little Red Door's grant activity which includes identification...[more](#)

## ADMINISTRATIVE/MANAGEMENT/LEADERSHIP

**Business Analyst - Indianapolis Public Transportation Corporation (IndyGo).** The Business Analyst will be responsible for managing and interpreting data to improve IndyGo's customer service, support technology projects, and assist with...[more](#)

**Administrative Assistant - Holy Trinity Greek Orthodox Church.** Carmel Church is seeking a full-time Administrative Assistant to assist in providing financial and operational support to the clergy, Parish Council, Office...[more](#)

**Advancement Associate - Gleaners Food Bank of Indiana, Inc.** Provide administrative support to the President & CEO and Advancement Directors. The Associate will provide key support for day-to-day operations in...[more](#)

**Vice President of Community Based Services - Children's Bureau, Inc.** As our successful Vice President of Community Based Services candidate you would provide program leadership and oversight to ensure positive client...[more](#)

**Executive Assistant, Marketing - 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. Advance...[more](#)

**Staffing Support Coordinator - Noble.** Noble's Community Living program is adding a Staffing Specialist role to its team and is actively seeking qualified candidates. This newly created role is responsible...[more](#)

**Sponsorship and Generosity Coordinator - ServLife International.** ServLife is looking for a motivated and experienced Sponsorship and Generosity Coordinator partners with the Executive Director and staff to oversee the...[more](#)

## COMMUNICATIONS/MARKETING/EXHIBITS

**Marketing & Special Events Internship - 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. We...[more](#)

**Exhibit Development and Evaluation Specialist - Indianapolis Zoo.** Personal passion about advancing animal conservation, both locally and globally, is a primary job responsibility of every employee at the Indianapolis Zoo. It is the...[more](#)

## SALES

**Sales Associate (Part-time) - Global Gifts.** Multiple Part-Time Sales Associate Positions Available with Global Gifts. Join the fair trade movement! Global Gifts, a non-profit, fair trade organization in...[more](#)

## IT/DATA

**Director of Information Technology - Girls Inc.** The Director of Information Technology provides the vision and leadership for implementing a portfolio of IT initiatives that create value for the national...[more](#)

## FINANCE

**Staff Accountant - Noble.** Noble is adding a Staff Accountant position to our growing team! This position will report to Noble's CFO and will oversee accounting control functions, including...[more](#)

## PROGRAMS

**Instructor - Exodus Refugee Immigration.** The purpose of the Instructor position is to deliver Cultural Orientation and Transportation Independence classes through the Language, Cultural...[more](#)

**Director of Early Intervention and Prevention Initiative - MCCOY Inc.** MCCOY Inc., the community's youth services intermediary, is seeking a strategic thinking and action oriented individual to assume leadership of the Early...[more](#)

**Curriculum Specialist (part-time) - School on Wheels.** School on Wheels provides one-one-one tutoring and educational advocacy for students experiencing homelessness. The Curriculum Specialist will play an...[more](#)

**Health Educator - Social Health Association.** Professional with a Bachelor's Degree and a minimum of one-year teaching experience or youth services needed to facilitate Social Health Association...[more](#)

**Professional Adolescent Health Educator - Social Health Association.** Professional with a Bachelor's Degree and a minimum of one-year teaching experience or youth services needed to facilitate Social Health Association...[more](#)

**Social Work - Homebuilders - Bethany Christian Services.** Are you looking for an employer who values you as an employee and offers excellent training related to pertinent client issues and applicable theoretical...[more](#)

**Director of Native Landscapes - Keep Indianapolis Beautiful, Inc.** The Director of Native Landscapes oversees the IPL Project GreenSpace program, Stewardship efforts for both GreenSpace and KIB Clubs, and the Urban...[more](#)

**GIC Community Coordinator - Keep Indianapolis Beautiful, Inc.** The GIC Community Coordinator connects the community to KIB programs to enhance public spaces, strengthen multi-year neighborhood partnerships, and...[more](#)

#### INTERNSHIP/VISTAS

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