

Considering a career in the nonprofit sector?



An extensive list of ideas and resources to support your search.

CharitableAdvisors.com

Whether right out of school, mid-career, or pre-retirement, more and more people are seeking jobs where they can see a more direct contribution to society or to their local community. Exploring work in the nonprofit sector is one way to pursue this dream. According to Independent Sector, one in 12 Americans work in the nonprofit sector.

Charitable Advisors strives to build and support a healthy nonprofit community in Central Indiana and offers the following ideas and resources to help you in your career search.



Don't limit yourself

Explore a variety of nonprofits within the sector

- Arts and cultural
- Education
- Social/human services
- Health: disease and disability-related, hospitals, etc.
- Housing, economic development
- Environmental, animal welfare
- Schools and educational institutions
- Membership associations (trade, community service, Chambers of Commerce, Fraternal, professional)
- Churches and other religious organizations
- Operating foundations that raise funds and run or fund specific programs
- Grantmakers: private, community and corporate foundations

Career change insights

- Positions in HR, accounting, and marketing are some of the more transferable skills from the for-profit sector to the nonprofit sector.
- Candidates most in demand are those who can bring or attract new resources - people, funds, corporate or government partners. Currently there is a shortage of fund developers.
- Foundation jobs have a high volume of interested job seekers, but a low volume of job openings.
- Outside of hospitals and higher education, most nonprofits are small when compared to the business community with few middle management roles.
- Decision-making is often more participatory in nonprofits.
- It takes well-developed leadership skills to motivate and lead volunteers and staff.

High School Diploma or GED/HSE

Many nonprofit jobs require people who bring common sense, compassion, and an ability to work well with others. If you have a high school diploma or GED/HSE there is a place for you. Some of the largest concentrations of these roles will be with organizations serving youth, seniors, and people with disabilities. You can find these organizations through www.Connect2Help.org, www.Guidestar.org and www.CharitableAdvisors.com.

New College Graduates

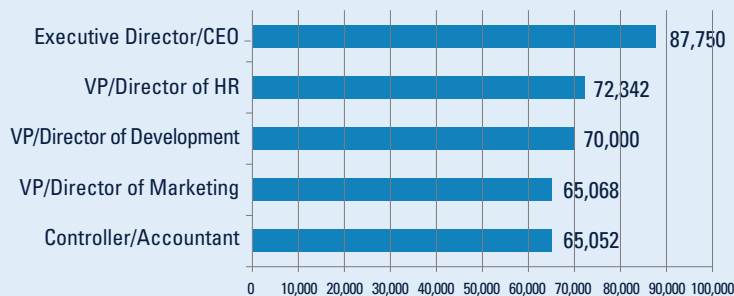
There are many roles where a new graduate can pursue their dreams of "making a difference". On the program side, look for titles like Coordinator, Coach or Project Manager. On the administrative side there are often entry-level roles around marketing, community, events, fund raising, finance, research – again be open to titles like Coordinator or Assistant that can be a doorway into the organization. Find nonprofits in your areas of interest at: www.Connect2Help.org, www.Guidestar.org and www.CharitableAdvisors.com.

Nonprofit Compensation

There is a great deal of misunderstanding about compensation in the nonprofit sector. On the front-lines of direct service, compensation can be pretty comparable between similar for-profit and nonprofit employers. For more professional and managerial roles, nonprofit compensation has increased as expectations of professionalism and education have increased. It is no longer unusual for a nonprofit CEO to earn a \$100,000 salary because they are leading a sizeable and very complex organization and shouldering big responsibilities. Learn more about nonprofit compensation from the Central Indiana Nonprofit Salary Survey at www.CharitableAdvisors.com under "Resources".

Medium Nonprofit Salaries

Based on 2016 Nonprofit Salary Survey



Networking

Focus your contacts in areas you are specifically interested in. Join a board or volunteer with organizations in that area. For example, if you are interested in arts organizations, meet with arts people. Some nonprofits have young professional boards where you can learn firsthand.

If you approach high visibility community leaders, be prepared with as many specifics about the kind of position and organization you are looking for. Don't ask "So, what's it like to work for a nonprofit?" but say "I am looking for (this type of position) in a nonprofit that does (this type of work)".

Researching/exploring nonprofits

Indianapolis Not-for-profit eNews: what's happening in area nonprofits

www.CharitableAdvisors.com

Connect 2 Help database: local social service organization

www.Connect2Help.org

Arts Council Directory

<http://www.indyarts.org>

United Way of Central Indiana—volunteer openings

www.uwci.org

Indianapolis Business Journal Book of Lists: large nonprofits/associations

www.IBJ.com

Leadership Indianapolis see 'Get on Board' annual event

www.LeadershipIndianapolis.com

Guidestar: Budget size and leadership salary info

www.Guidestar.org



Narrowing your search

- What type of nonprofit cause or group of people can you get excited about working for?
- What are the values that the organization and its staff hold highest? What do they not support?
- What's your ideal work environment?
- What is your compensation range, including benefits?
- Does organization size matter (budget and employees)?

Presenting yourself as a valuable nonprofit employee

- Show how you could bring new relationships and resources to the organization. How have you used your network or influence in other situations?
- Show a specific link or passion for the cause. Do you have a friend or family member who has dealt with this issue or is passionate about this art form?
- Show a high level of community involvement and connection.
- Show you are a collaborative decision-maker.
- Volunteer for organizations you would like to work for.



Local nonprofit groups for networking

Indiana Nonprofit Resource Network. Wide range of nonprofit training
www.INRN.org

Association of Fundraising Professionals, local chapter
<http://afpindiana.afpnet.org/>

Central Indiana Association of Volunteer Administrators
www.ciava.org/

Indiana chapter of Society of Association Executives
www.ISAE.org

Learning more about nonprofits

The Chronicle of Philanthropy, professional journal/job board
www.philanthropy.com

Stanford Social Innovation Review
www.ssireview.com

Nonprofit Quarterly
www.nonprofitquarterly.org

Nonprofit Times
www.nptimes.com

Job postings from local nonprofits

Charitable Advisors Nonprofit Job Board
www.CharitableAdvisors.com

Indiana Foundation openings
www.inphilanthropy.org/job-listings

Association of Fundraising Professionals
<http://jobs.afpnet.org/jobseekers/>

Indiana Society of Association Executives
www.ISAE.org

Books

- "Transitioning to the Nonprofit Sector"
by Laura Gassner Otting
- "From Making a Profit to Making a Difference"
by Richard King
- "The Nonprofit Career Guide: How to Land a Job That Makes a Difference"
by Shelly Cryer



CharitableAdvisors

Not-for-profit News

INDIANAPOLIS

Receive new job posts in your inbox every week. Subscribe at charitableadvisors.com.

The Charitable Advisors' team publishes the free, weekly Indianapolis Not-for-profit News e-newsletter that reaches 14,000 nonprofit-sector readers in Central Indiana. The Indianapolis Not-for-profit eNews is the 'go to' place to learn about local nonprofit jobs, news, volunteer opportunities, and professional development.

New job openings are added throughout the week on our job board at <http://charitableadvisors.hirecentric.com/jobsearch/>

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