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Charitable Advisors

# Not-for-profit News

## INDIANAPOLIS

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April 24, 2018

Last week to complete the 2018 Central Indiana salary survey. Has your organization completed or started it? [See here](#). Please complete survey by April 27. If you need a URL link, contact Julie at [Julie@CharitableAdvisors.com](mailto:Julie@CharitableAdvisors.com). For participating you will receive the comprehensive salary report in July.

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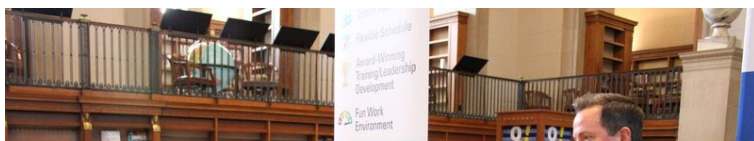
FEATURES

### Connecting teens to jobs

By Lynn Sygiel, editor, Charitable Advisors

Marie Mackintosh rises to challenges.

In 2016, when Indianapolis Mayor Joe Hogsett announced a new focus on collaborative workforce development, he



collaborative workforce development, he also named a new EmployIndy's leadership team -- Angela Carr Klitzch as president and chief executive officer and Marie Mackintosh as chief operating officer.

And while running the nonprofit that oversees multiple federal, state, and local workforce development activities for Marion County is a gargantuan task, a bigger hurdle was engaging and getting the city's young people employed.



The data was challenging. In 2014, the Brookings Institution released a 12-year longitudinal study that examined youth employment rates in the 100 largest U.S. metropolitan areas. What they found was troubling. Labor participation for ages 16 to 19, had fallen from 49 percent to 28 percent. Added to that was another report by The U.S. Bureau of Labor Statistics that teen employment had declined with every recession since 1979, and was projected to further decline through 2024. [Read more.](#)

## Tech firm donates \$50K for Hogsett's youth employment project

By Hayleigh Colombo, reporter, Indianapolis Business Journal

Tech company Genesys Telecommunications Laboratories Inc. announced Wednesday it would donate \$50,000 to support the city of Indianapolis' growing summer youth employment initiative, Project Indy.

Genesys, which acquired Indianapolis-based Interactive Intelligence Group Inc. for \$1.4 billion in 2016 in the second-largest tech company sale in the state's history, said it wanted to support the city's tech sector by boosting the youth pipeline.



"The talent pipeline continues to be incredibly important to us," said Todd Pedersen, Genesys' vice president of corporate affairs. "Adding value early on is going to help all the tech ecosystem in Indy over a period of time. We feel like no matter what they're doing, just getting those first skills early on, that they can build on, gives them a vision for what is possible in the future."

The donation is the largest single gift in Project Indy's short history. Hogsett started the initiative in 2016. Last summer, it supported about 2,000 teens and young adults in summer jobs. [Read more.](#)

### Sponsor's insight

## The case for internal controls

By Yvonne de Calonne and Lauren Kreutzinger, VonLehman

The core of any organization's fraud-prevention program is strong internal controls. Yet too many nonprofits either fail to develop controls that address common risks, or if they establish controls, neglect to enforce them. Your nonprofit must do both if it wants to help prevent occupational theft and fraud perpetrated by outsiders.

### Charities at risk

According to the Association of Certified Fraud Examiners (ACFE), billing fraud, check tampering and expense reimbursement fraud are the three most common types of employee theft found in religious, charitable and social service organizations. But proper segregation of duties -- for example, assigning account reconciliation and fund depositing to two different staff members -- is a relatively easy and effective



method of preventing such fraud.

For all types of organizations, such controls as strong management oversight, regular audits and confidential fraud hotlines are associated with decreases in financial losses. The ACFE has found that proactive data monitoring and analysis is the most effective means of limiting the duration and cost of fraud schemes -- 50 percent shorter and 60 percent smaller than organizations that don't monitor data. [Read more.](#)



## LOCAL NEWS

### People on the move



Hendricks Regional Health has named **Todd Davis** as executive director of information systems. He has been with the hospital system for 12 years, beginning as a hardware specialist and eventually overseeing IS security protocols.



Hendricks Regional Health has named **Dennis Ressler** as vice president of finance and chief financial officer. He most recently served as executive director of Finance at St. Vincent Kokomo.



Hendricks Regional Health has named **Michael Kirschner** as vice president and chief physician practice management officer. He brings 20 years of experience serving as chief financial officer and chief operating officer in the healthcare field.



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### Announcements

**URGENT:** Last week to complete the **2018 Central Indiana salary survey**. Has your organization completed or started it? [See here](#). Please complete survey by April 27. If you need a URL link, contact Julie at [Julie@CharitableAdvisors.com](mailto:Julie@CharitableAdvisors.com). For participating you will receive the comprehensive salary report in July.

**Indianapolis Classical Schools** has met the \$3 million goal of a capital campaign to fund renovations at the former Heslar Naval Armory near downtown Indy. The parent of Herron High School says the milestone will allow it to complete the armory's transformation into the new Riverside High School. [Read more.](#)

**The International Center** has created the Global Impression Award, an honor designed to celebrate emerging leaders throughout Indiana whose work is directly impacting the globalization of the state. Nominations are now being accepted through May 31. [Read more.](#)

Town hall meetings hosted by the **Alliance for a Healthier Indiana** will come to 16 cities through mid-October. The alliance says the road shows focus on combating tobacco use, infant mortality, opioid abuse and obesity by gathering local leaders, health care providers and public officials to share ideas. [Learn more.](#)

**To reach new audiences, museums are redefining what they offer.** The Indianapolis Museum of Art in Indiana recently changed its name to Newfields and introduced several attractions such as mini-golf events and an exhibit of a giant plastic snail. [Read more.](#)

IUPUI is joining 30 other colleges and universities as an inaugural member of the **Higher Education Anchor Mission Initiative**. The initiative is a national collaboration to develop strategies and resources to strengthen the economic advancement of the communities they serve. [Read more.](#)

### Professional development

Join the Central Indiana chapter of the Grant Professionals Association for a **Meet the funders session** on April 24 from 8:30 a.m. - 10:00 a.m. at English Foundation Building (615 N Alabama St #119, Room 7) to discuss collaboration in projects and proposals. \$10 members, \$25 non-members. To register, [click here](#).

**Make your move - Developing negotiation skills** on Apr 25 at 2:00 p.m. at Franklin College (101 Branigin Blvd., Franklin.) Develop your negotiation skills at this workshop taught by IU Kelley School of Business professor Dr. Carolyn Goerner. \$49.00. RSVP to Tandy [tshuck@franklincollege.edu](mailto:tshuck@franklincollege.edu).

**Collaborations, combinations & mergers** 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. [Last chance to register](#).

**Everything you know about your donors' decision-making is wrong** on May 3 at 8:00 a.m. at The Ritz Charles (12156 N. Meridian St., Carmel.) Association for Fundraising Professionals and Charitable Gift Planner Indiana Spring conference. The topic is **behavioral economics**. Presented by Alan Hutson of the Monument Group. Cost: \$100 AFP or CGP Indiana members/ \$150 non-members. To register, [click here](#).

**Race and cultural relations leadership network** on May 4 at 8:00 a.m. - 9:30 a.m. at The Indianapolis Urban League (777 Indiana Ave # 1.) Fostering positive relationships among diverse populations and responding to racially and culturally charged issues. No charge. FMI contact Toby Miller at [toby.miller63@gmail.com](mailto:toby.miller63@gmail.com).

**Everything you wanted to know about evaluations** on May 17 from 9am-12pm at United Way of Central Indiana (2955 North Meridian Street) \$30, United Way agencies; \$35, others. To register: [click here](#).

**Charitable giving considerations under the tax cuts and jobs act (H.R. 1)** on May 23 from 8:00-9:30 a.m. at Woodland Country Club (100 Woodland Lane, Carmel.) The session will tackle the specific changes made by the new law, the effective dates of these changes and how Charitable Organizations might utilize the new tax law to provide tax advantages and opportunities to their donors. To register: [click here](#).

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## Volunteer opportunities

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

Bridges Alliance of Johnson County's **surviving to thriving training** has opportunities from May 2 thru Aug 1 for set up, clean up, drivers, childcare, meal servers, hospitality crew, mentors, and food donations. Training is 6:00-8:00 p.m. at Grace UMC (1300 E. Adams St, Franklin.) Two-hour commitment. [Signup](#).

The Mind Trust is hosting a **prospective board member mixer** on May 17 from 5:30-7:00 p.m. If you are interested in serving on a charter school board, join us to learn more about what it takes to be an effective board member and hear from two Innovation School Fellows currently recruiting members. [Register](#).

## Swap

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

**DONATION:** Five metal desks and three half cubicle walls with desks. Pic up by April 27. Contact name: Amanda Hodge at [ahodge@lutheranfamily.org](mailto:ahodge@lutheranfamily.org) or 317-359-5467.



TRENDS / RESOURCES

## National news



[Connectivity is changing charitable giving, Salesforce.org CEO says](#). Digital technology and increased connectivity are changing charitable giving, both in terms of donor expectations and how nonprofits track and interpret information, according to Salesforce.org CEO Rob Acker.



[A framework for evaluating fundraising effectiveness.](#) One that provides a balanced approach that emphasizes how important it is to invest in strong and sustainable fundraising programs.



[Compassion as a culture creates great results.](#) Studies indicate a workplace where teams care about each other outperforms one where technical expertise is the primary focus.





[Nonprofit credit unions provide alternatives to payday loans.](#) Nonprofits working on economic self-sufficiency and asset-building should know about alternatives to predatory lenders as communities come together to combat them.

## Are you ready for the FASB reporting changes?

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### 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



**First Step:** 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'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

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### 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



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)

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## 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](#)



## This week's jobs

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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 - Indianapolis District Dental Society.** Chief executive officer for local Society and Foundation. In collaboration with the Executive Committee, has overall responsibility to identify and implement programs...[more](#)

**Executive Director - CHAMP Camp, Inc.** Under the direction and guidance of the Board of Directors, the person in this position is responsible for the general leadership, operations, marketing, donor...[more](#)

### Development

**Resource Development Director - Boys & Girls Club of Zionsville.** Resource Development Director serves as the lead fundraising staff member. The goal of this position is to identify, cultivate, steward relationships and solicit...[more](#)

**Director of Annual Giving and Alumni Relations - Brebeuf Jesuit.** The Director of Annual Giving and Alumni Relations leads all aspects of Brebeuf Jesuit's annual campaign for The Brebeuf Fund and other annual giving initiatives...[more](#)

**Regional Representative (Part-time independent contractor) - ProMedica Foundation.** In an effort to expand its donor operations and donor base, the ProMedica Foundation group is seeking to engage a Regional Representative for each of the...[more](#)

**Manager of Community and Corporate Engagement - Gleaners Food Bank.** The Manager of Community and Corporate Engagement is an integral member of the advancement department and responsible for assisting the Director of...[more](#)

### Human Resources

**Human Resources Manager - Eastern Star Church.** Under the direction of the Executive Director of Finance and Administration, the HR Manager will lead efforts that maintain and enhance the organization's human...[more](#)

### Research/Data

**Evaluation Specialist - Indiana Coalition Against Domestic Violence.** The Indiana Coalition Against Domestic Violence (ICADV) is seeking a full-time Evaluation Specialist (ES) to support the Coalition's mission to work for the...[more](#)

## Programs

**Adult Advocate - Prevail, Inc.** Prevail, Inc. provides crisis intervention and restorative support services for adult, adolescent and child survivors of crime and abuse to residents of Hamilton and...[more](#)

**Community Outreach Coordinator - PrimeLife Enrichment, Inc.** PrimeLife Enrichment, a senior services organization serving Hamilton County, is looking to hire a Community Outreach Coordinator, who will be responsible for...[more](#)

**Manager of Group Volunteers - Gleaners Food Bank.** Serves as the Manager of Group Volunteers by coordinating volunteers and assuring all needs are met during their period of service. Focus on group...[more](#)

## Seasonal

**Cabin Counselor - Jameson Camp.** We are currently looking for great young adults equipped with positive energy, curiosity, and readiness to make camp a possibility for 100s of children this...[more](#)

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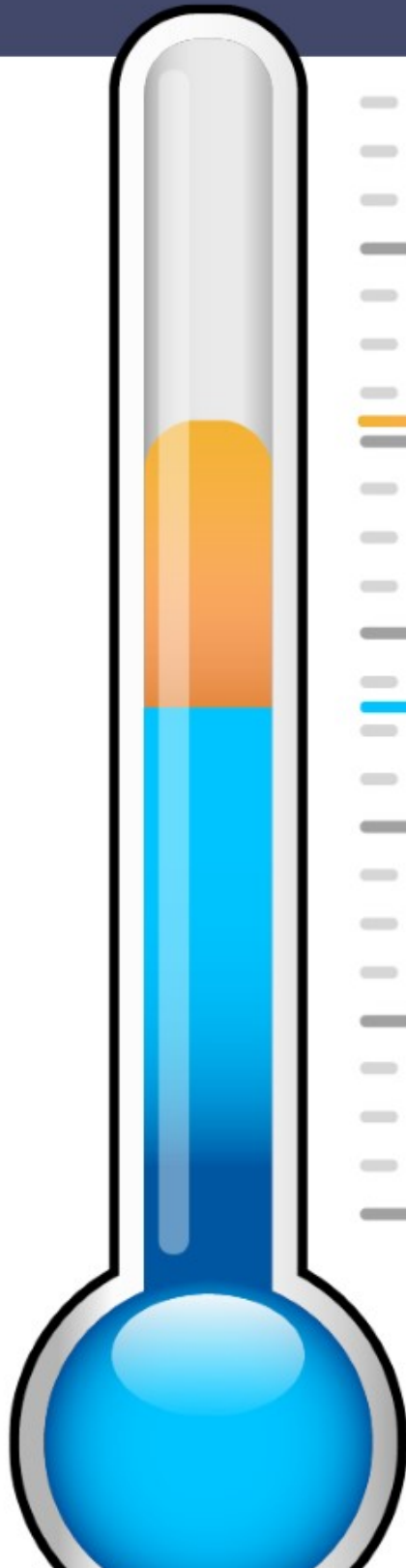
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### Last week's jobs

#### 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 Kinadom



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](#)





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