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WELCOME NEW MEMBERS!

- A Better Jamaica, Inc.
- Apollo Theater Foundation
- Bring Back The Sun
- DECODE Education Fund
- Dolls & Macs Inc.
- Green Inside and Out
- Green Worker Cooperatives
- Harlem Presents, Inc.
- Interfaith Broadcasting Commission
- Mobilization for Justice
- Natalie Donahoe
- Sunset Spark
- Urban Pathways
- We Got Us Now, Inc.
- World Vasectomy Day, Inc.

SPACE ADS

Do you need to rent a meeting, office or event space? Do you have space to rent? NPCC connects you through our Space Ads. These Ads are solely for 501(c)(3) nonprofit organizations with office space available, those seeking space, or those with meeting or conference space for rent in the New York City area. Space Ads are solely for 501(c)(3) nonprofit organizations with office space available, those seeking space, or those with meeting or conference space for rent in the New York City area. Visit npccny.org/spaceads to view the latest available listings.



Office Space Available
Building Space Available



Meeting Space Rental



Office Space Wanted

TRENDING

Tax Reform

On November 2, 2017, the House tax reform bill, H.R. 1, the Tax Cuts & Jobs Act (<http://bit.ly/1117nyn-1>), was released. The bill includes language that would significantly weaken the Johnson Amendment, by granting a partial exemption from the politicking ban for houses of worship and their auxiliary organizations. It would also nearly double the standard deduction, creating a chilling effect on itemized deductions (which were not affected) as the threshold for charitable giving would have to exceed the standard deduction before one itemizes. This decrease in the number of people who itemize would result in a decrease in charitable giving in the U.S. by up to \$13 billion annually, according to a study from the Lilly School of Philanthropy. The bill raises the amount of cash donations individuals can donate each year; increasing the limit from 50% of adjusted gross income (AGI) to 60% of AGI. The measure also fixes the deductible limit on volunteer mileage by switching from a fixed statutory amount (\$0.14/mile) to a rate that would be adjusted for inflation. The bill does not include a universal deduction (<http://bit.ly/1117nyn-2>) that would enable individuals who take the standard deduction to also receive a tax incentive for giving back to their communities through charitable donations. In early October, the Universal Charitable Giving Act (HR 3988) (<http://bit.ly/1117nyn-3>) was introduced in the U.S. House of Representatives that would create a universal deduction - something NPCC has been advocating for in the tax reform discussion. The bill would allow taxpayers who take the standard deduction to deduct up to one-third of the amount of the standard deduction.

The bill addresses myriad other issues, such as tax rates, mortgage deductions, estate taxes, endowments and more. It also includes provisions on executive compensation, foundation excise tax, and donor advised funds. The bill does not include a provision to repeal the employer and individual mandates to purchase health insurance, a key element of the Affordable Care Act (ACA or Obamacare). It would also leave unchanged tax incentives for workers to contribute to their retirement savings plans, such as 403(b) and 401(k) plans, although it does make some adjustments to the rules on converting between plans.

The bill is expected to go to the House floor the week of November 13. The Senate is expected to release its separate version in mid-November. The stated goal of Republican leaders is to have a bill on the President's desk by New Year's Day. Tax reform will likely change significantly over the next weeks and months.

Travel Ban Blocked

A federal judge in Hawaii issued a nationwide temporary order blocking President Trump's third attempt at a travel ban, which would have indefinitely stopped almost all travel to the U.S. from seven countries, The New York Times reports (<http://bit.ly/1117nyn-4>).

Healthcare Navigators and Religious Exemptions

On October 12, 2017, President Trump signed an executive order on health care (<http://bit.ly/1117nyn-5>) that will end subsidies to health insurance companies that help pay out-of-pocket costs of low-income people. State Department of Financial Services Superintendent Maria Vullo said (<http://bit.ly/1117nyn-6>) the executive order is an "effort to preempt state law" that will have a "destabilizing" effect on the health insurance market. President Trump plans to cut subsidy payments to insurers in his most aggressive move yet to undermine Obamacare after months of unsuccessful repeal efforts on Capitol Hill, according to Politico (<http://bit.ly/1117nyn-7>).

The subsidies, which are worth an estimated \$7 billion this year and are paid out in monthly installments, may stop almost immediately since Congress hasn't appropriated funding for the program. As the New York Times writes (<http://bit.ly/1117nyn-5>): "insurance markets could quickly unravel." New York State Attorney General Eric Schneiderman announced last month (<http://bit.ly/1117nyn-8>) that his office intends to sue the federal government to preserve the Affordable Care Act's cost-sharing subsidies that were slashed by a presidential executive order. In August, a U.S. Supreme Court granted 18 attorneys general (<http://bit.ly/1117nyn-10>), led by Schneiderman and California Attorney General Xavier Becerra, the right to defend insurers against these cuts.

The Trump Administration has cut back significantly its support for health care enrollment outreach, as this article from our friends at The Commonwealth Fund (<http://bit.ly/1117nyn-11>) illustrates. New York no longer depends on federal marketing, and has invested in statewide Navigators who help people sign up for healthcare. In related news, the Department of Health and Human Services, in early October, "issued two rules rolling back a federal requirement that employers must include birth control coverage in their health insurance plans. The rules offer an exemption to any employer that objects to covering contraception services on the basis of sincerely held religious beliefs or moral convictions." However, benefits analysts predict many employers won't stop covering birth control, particularly since nearly 90% did before the Affordable Care Act was enacted in 2010.

Regulating Charities and Technology

State charity regulators from across the country convened for this year's National Association of Attorneys General/ National Association of State Charities Officials Conference in Washington D.C. in early October. The conference focused on how technology and access to new sources of data are impacting state charity regulation. Read more from Seth Perlman, of Perlman & Perlman (<http://perlmanandperlman.com>) and NPCC's Government Relations Council, here (<http://bit.ly/1117nyn-12>).

INSIDE NONPROFITS

[New York City Human Rights Survey](#)

The NYC Commission on Human Rights launched a comprehensive survey asking Muslim, Arab, South Asian, Jewish, and Sikh New Yorkers to share information on their experiences of discrimination, bias, and bias-motivated harassment and violence since July 2016, when xenophobic and Islamophobic rhetoric during the election season began to deeply penetrate the national discourse. The project is aimed at addressing the lack of comprehensive data about the scope and frequency of bias-motivated harassment, discrimination, and violence across at-risk communities throughout the City. The survey closes Thursday, November 30 and is completely anonymous and confidential (e.g., IP addresses cannot be collected). Visit <http://bit.ly/1117nyn-13> to begin the survey.

[New York State Budget](#)

As state lawmakers grapple with pending federal cuts, which Governor Andrew Cuomo wants to address in a special session of the state Legislature, state Comptroller Thomas DiNapoli said the state should have done more to bulk up its reserves, *Politico New York* writes (<http://bit.ly/1117nyn-14>).

[In Landmark Decision, TCPA's Nonprofit Exemption Survives Federal Court Challenge Intact](#)

From Our Friends at
 In a recent decision, [Spiegel v. Reynolds](#), No. 1:15-cv-08504, 2017 WL 4535951 (N.D. Ill. Oct. 11, 2017) (, the U.S. District Court for the Northern District of Illinois (Court) granted summary judgment in favor of a professional fundraiser who had been sued under the federal Telephone Consumer Protection Act (TCPA), dismissing the plaintiff's case in full. The decision-only the second federal court opinion analyzing the TCPA's nonprofit exemption-represents not only a victory for paid charitable solicitors, but useful guidance for structuring the relationship between nonprofits and their paid fundraisers. Read more here (<http://bit.ly/1117nyn-16>).

[Don't Ask Job Applicants About Salary History](#)

Starting October 31, 2017, employers in New York City cannot ask about or rely on salary history during the hiring process. This regulation was instituted by the New York City Commission on Human Rights, which states "The law is aimed at disrupting the cycle of wage inequality for women and people of color and encouraging employers to set compensation based on qualifications."

Specifically, employers cannot:

- Ask applicants questions about or make statements intended to solicit information about applicants' current or prior earnings or benefits;
- Ask applicants' current or former employers or employees about applicants' current or former earnings or benefits;
- Search public records to uncover this information.

Such inquiries can be made, however in instances when they are required or authorized by federal, state or local law. Employers are permitted to make statements about the anticipated salary, salary range, bonus and benefits for a position, to ask about applicants' compensation expectations or requirements, and to make enquiries to current or former employers and search online to verify non-compensation information. If such activity "results in the accidental discovery of current or prior earnings or benefits, the employer cannot rely on this information in making salary or benefits decisions" according to the Commission. Additional detail and FAQs can be found on the website nyc.gov/salaryhistoryNYC.

[NPCC and Lawyers Alliance of New York Comments on Lobbying Regulations](#)

NPCC signed on to the [comments](#) (<http://bit.ly/1117nyn-19>) of the Lawyers Alliance for New York, along with the New York Legal Services Coalition, regarding the Joint Commission on Public Ethics (JCOPE)'s proposed comprehensive lobbying regulations (19 NYCRR Part 943). JCOPE's proposed regulations, if adopted, would affect lobbying definitions and compliance provisions.

[NYC Service Center Provides Hurricane Recovery Support](#)

On October 19, 2017, a new NYC Service center opened to help those affected by Hurricanes Maria, Irma, and Harvey. Located at the Julia De Burgos Latino Cultural Center, the center offers in-person support and access to critical services, including public benefits enrollment and health insurance, food assistance, and mental health counseling. [Click here to read the full announcement](#) (<http://bit.ly/1117nyn-20>).

[Nearly \\$1 Million Awarded to NYC Groups Working on DACA](#)

The Fund for New Citizens in The New York Community Trust recently announced \$974,000 in grants awarded to 15 groups to help New York City's immigrants understand their rights and protect their families. The grants will go towards programs that serve New York City's immigrants affected by the White House's decision to terminate the Deferred Action for Childhood Arrivals (DACA) program as well as emergency preparedness. [Click here to read the full announcement](#) (<http://bit.ly/1117nyn-21>).

[Human Service Council's RFP Rater: Latest RFP Rating](#)

As we reported in [October's newsletter](#) (<http://bit.ly/1017enews>), Human Services Council launched its **RFP Rater Tool**, which was developed in response to the urgent need for nonprofit risk management tools. The tool is designed to help nonprofit human services organizations understand the risks and challenges involved in government business opportunities. [Click here to see the latest RFP rating](#) (<http://bit.ly/1117nyn-22>).

[#NYGivesDay is November 28 - Register Your Organization to Participate!](#)

#NYGivesDay is a 24-hour giving challenge brought to you by the New York Council of Nonprofits and United Way of New York State to celebrate the work of nonprofits across the vast state of New York. Powered by GiveGab, #NYGivesDay is a day for nonprofits to come together, share their stories, and collect online donations! The last day to register your nonprofit is November 15. [Click here to get started](#) (<http://nygivesday.org>).

[New York Paid Family Leave Law - Here's What You Should Know](#)

We've received many inquiries about compliance with the recently-passed [New York Paid Family Leave Law](#) (<http://bit.ly/1117nyn-23>), which will take effect on January 1, 2018. Some overviews of the PFL requirements, prepared by the law firm [Patterson Belknap \(pbwt.com\)](#), and Government Relations Council members are available [here](#) (<http://bit.ly/1117nyn-24>), [here](#) (<http://bit.ly/1117nyn-25>), and [here](#) (<http://bit.ly/1117nyn-26>). Sign up for future alerts from Patterson Belknap [here](#) (www.pbwt.com/subscribe/).

STAFF FEATURE

[Understanding the Johnson Amendment: RECAP](#)

NPCC's President [Sharon Stapel](#) was a panelist in Understanding The Johnson Amendment: The Cornerstone Of Public Trust In The Charitable Community, presented By The Heyman Program For Philanthropy And Fundraising on Thursday, November 2. The panel, which also included Mark Hefter, Vice President of the American Technion Society and member of NPCC's Government Relations Council, and Aimée Simpierre, editor-at-large for [New York Nonprofit Media](#), discussed the history of the Johnson Amendment and current efforts to repeal it. You can learn more about this topic, and sign on to a letter opposing the appeal attempts, [here](#) (<http://bit.ly/givevoice-1117>).

INSIDE NPCC

Winners of the 2017 New York Community Trust Nonprofit Excellence Awards Announced

We are thrilled to share the three nonprofit organizations selected as winners of the 2017 New York Community Trust Nonprofit Excellence Awards:


THE NEW YORK
COMMUNITY TRUST
2017
NONPROFIT
EXCELLENCE
AWARDS

Best Practices Workshop &
Awards Presentation

Meet the winners and learn their best management practices at the 2017 New York Community Trust Nonprofit Excellence Awards Presentation & Best Practices Workshop on Friday, December 1st, at the CUNY Graduate Center!
Visit <http://bit.ly/nea-2017> to register.



Since 2006, the Nonprofit Excellence Awards program has raised awareness of the importance of the diverse nonprofit community in the New York City area, highlighted best practices in NPCC's [Eight Key Areas of Nonprofit Excellence](#), and helped organizations reflect on as well as improve what it takes to achieve management excellence. These organizations were chosen by an expert selection committee after going through an intensive nine month vetting and 360-degree review process of their management practices. [Click here to read the full press release \(http://bit.ly/2017neawinners\)](http://bit.ly/2017neawinners).

Thanks to our Platinum Sponsor: Crystal & Company

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Crystal & Company is the home for talented insurance professionals: creative, committed to their clients and driven to deliver extraordinary results. The company drives the strategy and execution behind insurance and employee benefits programs for businesses that want to be smart about risk. Crystal & Company is the insurance brokerage of choice for leading financial institutions, corporations and nonprofit organizations. Headquartered in New York City, the firm has 11 offices throughout the United States and is a founding partner of Brokerslink, a global alliance of independent insurance brokerages with members in more than 95 countries around the world. Visit <http://crystalco.com/> to learn more.

RESOURCES

New Audit Technique Guides for 501(c)(3) Organizations - <http://bit.ly/1117nyn-27> *Internal Revenue Service*

Audit Technique Guides (ATGs) to guide its examiners during audits of specific types of organizations exempt from federal income tax. While ATGs are designed to provide guidance for IRS employees, they're also useful to the staffs and governing boards of exempt organizations, as well as the tax practitioners who work with them. ATGs recommend specific examination techniques, explain specialized business practices and terminology, and explore issues common to certain types of exempt organizations.

Strategies to Scale Up Social Programs - <http://bit.ly/1117nyn-28> *The Wallace Foundation*

The Wallace Foundation published a report that focuses on how nonprofit organizations scale up social programs successfully and effectively. Using 45 social programs as case studies, this report shows how pathways, partnerships, and quality are critical to the scale up of social programs.

Navigating the Charitable Giving Landscape - <http://bit.ly/1117nyn-29> *MasterCard Center for Inclusive Growth*

Nonprofit organizations are continually faced with the challenge of increasing donations, but often do not have the tools that enable them to better understand individual giving trends. In an effort to bridge this information gap, the MasterCard Center for Inclusive Growth has released the third edition of Donation Insights, which uses anonymized and aggregated MasterCard transaction data to provide insights on giving.

Key insights include:

- Growth in giving moderated: Total year-over-year donation growth was 4.3% year-to-date through June, compared to 5.9% in 2016.
- Donations vary by day of week: Giving is concentrated on the weekends more so for Environmental and Animal-Related causes than any other category.

Board Members Zoning Out? Stop Reading the CEO Report - <http://bit.ly/1117nyn-30> *Robert Acton, BoardSource*

Robert Acton, NPCC Board Vice Chair and founder of Cause Strategy Partners, LLC, shares advice for executives to maintain board engagement.

Fund The People Toolkit - <http://bit.ly/1117nyn-31> *Fund The People*

The Fund The People Toolkit is designed to help nonprofits make the case, dispel myths, consider the range of ways to support those who make a difference in advancing the mission, and decide on the appropriate approach to invest in a nonprofit's talent.

The Non-Profit Retirement Challenge [VIDEO] - <http://bit.ly/1117nyn-32> *Outward Bound Baltimore*

An often overlooked program for nonprofit employees is the retirement benefit. This video by Outward Bound Baltimore explains why this needs to be a priority for employers.



Winter Open House

MONDAY, DECEMBER 11, 2017
5:30PM - 7:30PM

Meet with colleagues to celebrate our
accomplishments throughout 2017!

NPCC, 135 West 36th Street, 15th Floor
New York, NY 10018

For more information, contact
Membership Manager, Taina Sanon:
tsanon@npccny.org

SAVE THE DATE!

Join us at our Winter Open House!
Enjoy cocktails and conversation with fellow NPCC members.
Visit <http://bit.ly/ohNPCC-17> to RSVP.

New York Nonprofits is a monthly publication of the Nonprofit Coordinating Committee of New York, Inc. (NPCC).
 Editor: Heysha Nameri,
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 For information or questions about the e-newsletter email hnameri@npccny.org.
 NPCC was established in 1984 to help nonprofits meet common challenges and problems, to serve as a meeting ground, and to strengthen the nonprofit sector as a whole. NPCC has more than 1,450 members in the New York metropolitan area, ranging from all volunteer groups to major institutions.

Membership in NPCC provides a place where your voice is heard and adds to the collective voice of the nonprofit community.
 Dues for 501(c)(3) nonprofits (that are not grant makers) are based upon the organization's annual operating budget.
 For more information email us at info@npccny.org.

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Leadership of Board Survey - <http://bit.ly/1117nyn-33>
Governance Affinity Group of the Alliance for Nonprofit Management

Your board of directors is a key group in ensuring the success of your work. We encourage you to participate in this national study on the Leadership of Nonprofit Boards. There is little research or evidence about the ways board chairs, vice chairs, chair-elects, committee chairs, or other individuals who take-on leadership positions within the board are readied for their roles, how they define their roles and how they may share their responsibilities. Board officers and committee chairs are encouraged to take this survey.

NYC City Council Speaker Candidate Forum on Human Services - <http://bit.ly/1117nyn-35>

Center for New York City Affairs
 Monday, November 13
 6:00pm - 8:00pm
 The New School's Johnson Hall
 66 West 12th Street, New York, NY 10011
FREE

The Human Services Council invites you to attend a moderated discussion with Speaker candidates for the New York City Council. The discussion, facilitated by Bill Ritter of ABC News, will focus on the candidates' policy priorities, strategies to alleviate poverty in New York City, and proposals to strengthen the human services sector.

The Great Debate - <http://bit.ly/1117nyn-36>

Baruch College and SeaChange Capital Partners
 Tuesday, November 14
 5:00pm - 7:00pm
 Baruch College, Information and Technology Building
 Rackow Room and Lounge, Rm 750 (7th floor), 151 East 25th Street, New York, NY 10010
FREE

"Can we quantify our way to better giving?" a debate between Melissa Beck, Executive Director of The Educational Foundation of America and Michael Weinstein, Executive Director of ImpactMatters; moderated by John MacIntosh, SeaChange Capital Partners. Audience will vote for the debate winner; discussion to follow. Light refreshments will be served.

National Philanthropy Day Conference - <http://bit.ly/1117nyn-37>

AFP Westchester
 Tuesday, November 14
 8:00am - 4:00pm
 Doubletree Hotel by Hilton
 455 South Broadway, Tarrytown, NY 10591

The Westchester County Chapter of the international Association of Fundraising Professionals invites you to the 2017 National Philanthropy Day. NPCC members can use discount code **NPCC17NPD**.

Key Safety and Security Risk Management Strategies for U.S. Based Nonprofits Operating Overseas [Video Webinar] - <http://bit.ly/1117nyn-38>

Venable LLP
 Wednesday, November 15
 12:30pm - 2:00pm

U.S.-based nonprofits operating overseas face unrelenting threats to individual safety and security, as well as to the safety and security of their finances, informational technology, assets, programs and reputation. Addressing organizational risk can seem to be a daunting task requiring significant time, effort, and financial resources. It is therefore important that this investment produce systems and processes that are not ignored but rather are supportive and help reduce the multi-faceted risks the nonprofit sector faces overseas. Explore all risks from practical perspective, learn how to detect irregularities and define components that make up a nonprofit safety and security risk management system, and more.

Year-End Strategic Mapping Workshop - <http://bit.ly/1117nyn-39>

Spaerca
 Saturday, November 18
 9:00am - 5:00pm
 110 Wall Street, NY, NY

Does the end of your year always seem to sneak up on you? Are you yearning for the space to think big, bold thoughts about where you want your organization to go? Join the Year End Strategy Mapping Workshop. In this full-day workshop, you'll:

- Clarify your organization's core priorities for the coming year;
- develop a clear plan for executing on those priorities, and
- craft a blueprint for getting your whole team on board!

UPCOMING NPCC WORKSHOPS & FORUMS

(visit <http://npccny.org/workshops> for the full NEW calendar)



Plan ALL of your staff's professional development for a full year! NPCC just launched the New Annual Education & Training Calendar - so that you can plan your annual professional development. NPCC members have access to more than 50 free workshops and forums each year that teach your staff about impact, governance, information technology, human resources, communications, diversity, finance, and fundraising development. With the new calendar you and your staff can map out professional development in any key area and plan ahead for the entire year!

Take full advantage of your membership and check out the upcoming offerings by chronological order, area of excellence, or content level.

Non-members can now get access to our high-quality offerings, too! We've opened all of our education & training offerings to non-members at very low costs as a part of our mission strengthen the sector.

Visit <http://npccny.org/workshops> to get started!

Keeping Up With Good Governance - <http://bit.ly/1117nyn-42>

Wednesday, November 15 9:30am - 11:30am

Area of Excellence: Governance

Even if you updated your organization's bylaws and corporate documents when New York's nonprofit law changed in 2014, recent additional changes to the law mean that you should be updating your bylaws and conflicts policies once again, and taking advantage of some newly clarified governance rules. After reviewing highlights of earlier changes to the nonprofit law, we will describe the latest amendments to the Nonprofit Revitalization Act that became effective in spring 2017.

Fiduciary Responsibilities - <http://bit.ly/1117nyn-43>

Thursday, November 16 9:30am - 11:30am

Area of Excellence: Financial Management

Are you a plan administrator for your organization's retirement plans? Join this forum to hear from experts on retirement plan management. Topics will include best practices in decision-making, operational context and legal compliance concerns, and programs that can help your organization manage these responsibilities.

ASU 2016-14: Are You Ready? - <http://bit.ly/1117nyn-44>

Wednesday, December 6 9:30am - 11:30am

Area of Excellence: Financial Management

Are you ready? FASB Accounting Standards Update (ASU) 2016-14 marks the largest change to nonprofit accounting guidelines in over 20 years! Join us as we review the major changes and provide tips on what you should be doing now to prepare.

Making The Hybrid Cloud Work For You - <http://bit.ly/1117nyn-45>

Thursday, December 7 9:30am - 11:30am

Area of Excellence: Information Technology

As in-house infrastructure ages and bandwidth costs continue to fall, nonprofit organizations are in a great position to take advantage of cloud technology. What functions should move to the cloud? How will security needs be addressed?

During the session we will discuss a broad range of cloud computing trends. We will review different designs and provide examples of how some agencies are working in a hybrid or full cloud environment. This will be an interactive session catering to specific questions attendees have about cloud computing, including ballpark costs.

The NPCC logo consists of the letters "NPCC" in a bold, sans-serif font, with "NONPROFIT COOPERATING COMMITTEE OF NEW YORK" in smaller text underneath.

THE NEW YORK
COMMUNITY TRUST
2017
NONPROFIT
EXCELLENCE
AWARDS

Friday, December 1, 2017
8:00am - 1:00pm

CUNY Graduate Center
365 5th Avenue
New York, NY 10016

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