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WELCOME NEW MEMBERS!

- * B-Change Insights
- * Gbowee Peace Foundation Africa — USA
- * German School Brooklyn
- * Global Left Forum, Inc.
- * Musicians Foundation, Inc.
- * New York Wins, Inc.
- * Radikal4Kidz
- * Society of St. Vincent de Paul: Manhattan District Council
- * Software in the Public Interest
- * Success Foundation
- * Tech Kids Unlimited
- * Tempo Group
- * The B Team Headquarters
- * The GGI Foundation
- * The Safest Seat

POSTINGS & ADS

Space Ads

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

A New Year — Message From NPCC President, Sharon Stapel



Message from the President



As the new year begins, I wanted to take a moment to wish you a happy new year and to tell you about NPCC's plans for 2017 and beyond. In the coming year, we know there will be change within and to our sector, although not what kind. But we can rely on two strong points of certainty: first, your mission last year is your mission this year; you know your work, and how to do it best. Second, NPCC will be there for you, promot-

ing and protecting the entire nonprofit sector for this year and every year. We will work with you, and for you, to ensure that you have the resources you need to do the hard and critical work of supporting our communities.

To address the yet unknowable, we must look to our values to determine the types of issues that will ground our work in 2017. At NPCC, we value the diversity of the nonprofit sector, the work for equity that our members are engaged in, and the ability of nonprofits to work independently, fairly, and with true representation in all areas of our society. We also believe that nonprofits are, and must continue to be, the voice for their communities. With these values as a lens, we will be watching legislative, policy, and public discussion that could affect our members, and we will be prepared to respond in order to promote and protect our values and your work.

Some of the things we are watching in the new year on the federal level include: appropriations - how will federal dollars be spent or restricted?; tax reform - how will federal changes impact charitable giving, estate tax law, nonprofit property tax exemptions?; nonprofit independence - how will federal policy impact nonprofit activities or speech?; impact on state and local governments - how will federal policies impact state and local policies?

We're also working on some specific initiatives that will impact the work that you do every day, and finding ways to support you and your work.

- Trauma workshops: Many of you told us that the recent changes have created fear and uncertainty for your staff and constituents, so we are holding workshops that respond to the trauma and vicarious trauma that they may be experiencing.
- Nonprofit Bill of Rights: We believe that the nonprofit sector needs a roadmap, grounded in our values, that helps to establish the principles that we think are the fundamental rights of all nonprofits. We'll be working this year to create this Bill of Rights and to incorporate your ideas on what nonprofits need and deserve.
- Policy advocacy: We'll continue to ask the hard questions and bring you information on things like the federal and New York State Overtime Rule, indirect cost rates, and the implications of the Governor's "ethics" bill on non-lobbying activities that will impact many of our members.
- Strategic convenings: We'll also be looking for ways to help you do the thinking and strategizing that we know you need to be nimble in these times. And we'll be bringing people together to strategize - in ways that are efficient, non-duplicative and cross-sector where possible.

Additionally, we are developing a strategic plan that will leverage NPCC's unique position in the nonprofit sector. This strategy will allow us to continue to engage in member building to help you be as strong as possible through our continued programming like workshops and cost savings and our nonprofit toolbox. We will also be movement building - bringing our members together to represent your concerns, ideas, and strategies as arts, education, health, environmental, and human services organizations. We will strengthen NPCC to do this work, supporting it with data and research that help shift opinions and perspectives, and using technology that will make this information most accessible to you. We'll have more at our Annual Meeting (April 12, 2017 at 4:00pm - SAVE THE DATE!) when we unveil NPCC's full strategy for 2017-2020. Between now and then, please let us know what you need and how we can support you - both now, and moving forward?

This is a challenging time for all of us as we navigate a new world. But it's also an exciting time because we have the chance to come together, work together and devise new and innovative strategies to address those challenges. NPCC commits to build your organization's capacity in the new year and to build a movement to ensure that the sector is whole, thriving, and able to build strong communities.

We hope that 2017 is a year for your organizations to fulfill your missions and strengthen our communities. We'll be right there with you.

Sharon Stapel

Sharon Stapel

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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 1,400 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 Membership manager, Kristen Jones at kjones@npccny.org.

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SAVE THE DATE! NPCC Annual Meeting of Members - April 12, 2017

SAVE THE DATE:
2017 Annual Meeting of Members
Wednesday, April 12th 4pm to 6pm

CUNY Graduate Center
Proshansky Auditorium
New York, NY 10016

RSVP: <http://bit.ly/npccam17>

www.npccny.org
NPCC
NONPROFIT COORDINATING COMMITTEE OF NEW YORK

Catch up on NPCC's activities during the past year and find out what's happening in the nonprofit world. This year's event will also include a panel discussion with top nonprofit experts and conclude with a networking reception. Visit bit.ly/npccam17 to RSVP!

NPCC Gives a Sneak Peek of 2017 Strategic Plan Goals at Open House

NPCC held an Open House event on December 20, 2016 and gave over 50 guests a first glimpse of the 2017 Strategic Plan Goals:

1. **MEMBER-BUILDING:** NPCC member nonprofits are strong and better positioned to achieve their missions. NPCC members will be better equipped to manage effectively because they understand the Eight Key Areas of Nonprofit Excellence, why they are important, and implement them in their organizations.
2. **MOVEMENT-BUILDING:** NY nonprofits are engaged in building a movement for nonprofit equity. Nonprofits understand the value of collective action to protect and advocate for the sector, and are working together to advance their shared interests.
3. **STRONGER NPCC:** NPCC is an agile, innovative, and sustainable organization. Engage with members, the sector, and partners outside of the sector using up-to-date technology, data and communications tools.

Guests provided feedback in our comment boxes and whiteboards arranged in the event space. What are your thoughts on our 2017 goals? Email info@npccny.org your thoughts and feedback.

INSIDE NONPROFITS

Nonprofit Resiliency Committee - Updates

NPCC is a member of the New York City Nonprofit Resiliency Committee (NRC), a collaboration of NYC government staff and nonprofit leaders. The NRC's goal is to identify and launch policies and practices that support nonprofits in NYC. This is done through three work groups: Administrative Processes, Service & Program Design, and Organizational Infrastructure.

To date, the NRC has identified the following issues for review:

1. **Administrative Processes:** Lags in Contract Registration; Audits (streamlining); Cash Flow (focusing on a uniform policy for contract advances)
2. **Service & Program Design:** Pre-RFP and RFP best practices (to be incorporated in a Design Playbook)
3. **Organizational Infrastructure:** Indirect costs (compliance with federal rules and consistent policy across agencies); and OTPS (recommendations on cost escalators, focusing on occupancy and insurance costs).

In the coming months, the NRC will launch a website that will communicate with the wider sector on a quarterly basis.

Report Reveals New York's Nonprofit Sector First in the Nation

According to a report released December 7, 2016 by the Office of the New York State Comptroller, New York's nonprofit sector is the largest in the nation. As of 2012, New York's nonprofits provided 1.3 million jobs, or more than 18% of all private employment in the state. New York also leads the U.S. in the number of nonprofit establishments with 31,040.

Between 2007 and 2012, the number of nonprofits increased both in the state and nationwide. Nationally the number grew by nearly 3% each year, compared to an annual average growth of only 0.3% for all private sector establishments. Visit bit.ly/2iJ0vhg to view full report.

S2243A Bill Will Save Nonprofits \$\$\$

On September 29, 2016, Governor Cuomo signed S2243A into effect, to "authorize not-for-profit corporations that provide a service to a county to make purchases or to contract for certain services through the county which the not-for-profit has a contract with." This bill is designed to save costs by allowing nonprofits that provide services for their respective counties to make purchases through county contracts. Visit bit.ly/2iJJ8Pq to read more.

RESOURCES

[Understanding Overhead: A Governance Challenge for Nonprofit Trustees](#)

This companion report to "[Risk Management for Nonprofits](#)" aims to help trustees have a better understanding of overhead and governance issues, thus becoming more effective in their duties. Visit bit.ly/2iGBO4w to read full report.

[The Future of Foundation Philanthropy: The CEO Perspective CEP](#)

At a time of growing concern over issues, foundation leaders are considering their role in addressing society's challenges. Based on the perspectives of more than 200 foundation CEOs collected through in-depth interviews and responses to a survey from May to June of 2016, this report, commissioned by the William and Flora Hewlett Foundation, captures foundation leaders' views on challenges and concerns about the changing landscape. Visit bit.ly/2iGrE47 to view full report.

[Informal Guidance on Reasonable Accommodations for Mental Health Conditions](#)

Equal Employment Opportunity Commission (EEOC) released a resource document on December 12, 2016, explaining workplace rights for individuals with mental health conditions under the Americans with Disabilities Act (ADA). The resource document - [Depression, PTSD, & Other Mental Health Conditions in the Workplace: Your Legal Rights](#) - is presented in a question and answer format intended for applicants and employees. The informal guidance is a useful primer for understanding the EEOC's expanding stance on employer obligations to provide reasonable workplace accommodations. Visit bit.ly/2iGJO5M for more information.

INSIDE NONPROFITS

Overtime Regulations in New York State In Effect as of December 31, 2016

As we reported in New York Nonprofits' October Issue, federal overtime regulations are currently on hold while the U.S. District Court in Texas moves forward with the case. However, with three days' notice, on December 28, 2016, New York State Department of Labor (NYSDOL) finalized its own overtime rules, increasing salaries for administrative and executive work and the number of workers who will qualify for overtime pay.

The new salaries differ based on size and geographic location of the employer, and the salary thresholds will increase incrementally over the next six years. Effective December 31, 2016, the new salary thresholds are:

- New York City: \$825 per week (\$42,900 annually) for employers with 11 or more employees ("large employers"); this amount will increase annually until it reaches \$1,125 per week (\$58,500) on December 31, 2018 for large employers and December 31, 2019 for employers with 10 or fewer employees.
- Nassau, Suffolk, and Westchester counties: \$750 per week (\$39,000 annually); this amount will increase annually until it reaches \$1,125 per week (\$58,500) on December 31, 2021.
- Other parts of New York: \$727.50 per week (\$37,830 annually); this amount will increase annually until it reaches \$937.50 per week (\$48,750 annually) on December 31, 2020.

This raises pay from the former NYSDOL rates of \$675 per week (\$35,100 per year). A complete chart of the new rates can be found [here](#). A new set of FAQs from NYSDOL can be found [here](#). Executive and administrative employees who are currently paid less than the new salary threshold (based on number of employees and location) can either:

- a. increase those salaries to the new minimum beginning with the paycheck or direct deposit covering December 31, 2016; or
- b. convert exempt employees earning less than the new salary threshold to non-exempt (and therefore eligible for overtime) beginning with the first day of the workweek in which December 31 falls.

NPCC will have more information about this change in the new year. As well, NPCC - in partnership with Lawyers Alliance of New York - created an Overtime Regulations Flowchart to provide guidance on the federal regulations. We will keep you posted on new developments as they come. Visit npccny.org/otrulerule-chart to view and download.

If you have any questions, please email Policy Strategist, Tiloma Jayasinghe at tjayasinghe@npccny.org or call 212-502-4191 ext. 221.

NYC Council Signs Bill Into Law To Prevent Conflicts of Interest with Elected Officials and 501(c)(3)s

On December 22, 2016, Mayor DeBlasio signed into law a bill ([Int 1345-2016](#)) that will prohibit donations above \$400 per year from people who are a) lobbyists, b) have city contracts, or c) who otherwise do business with the city to non-governmental entities that are controlled by a local elected official or their agents and spend 10% or more of their annual budget on public-facing communications that feature the name or picture of the elected official who controls them.

This bill also requires donor disclosure for all non-governmental entities controlled or recently created by a local elected official or their agents, whether or not they engage in public-facing communications that feature the name or picture of the elected official who controls them. This information will be available on the website of the Conflicts of Interest Board, which will be responsible for administering the law. Visit on.nyc.gov/2hV0LdS to read more.

NYCLU & ACLU Sue New York Over Ethics Law

Earlier this year, the NYS Governor signed into law Bill No. A10742/S8160 (the "ethics bill") which, in relevant part, requires that 501(c)(3)s disclose some of their donor identities if that 501(c)(3) makes in kind or monetary donations to any 501(c)(4) that engages in significant lobbying in NY. This requirement went into effect on November 22, 2016. Under this new funding disclosure regime, any 501(c)(3) that (1) provides monetary or in kind donations over \$2,500; (2) during the six-month period January 1 - June 30; or July 1 to December 31 of any particular year; (3) to a 501(c)(4) that needs to file a source of funding report, must now file a funding disclosure report to the Charities Bureau.

The foundations of the American Civil Liberties Union and the New York Civil Liberties Union jointly filed a lawsuit on Wednesday, December 21, 2016 saying the ethics law violated the First and Fourth Amendments and should be declared unconstitutional. Visit bit.ly/2hTrRUv to view read more.

Governor Cuomo Presents First Proposal of 2017 State Of The State: Making College Tuition-Free For New York's Middle-Class Families

Governor Andrew M. Cuomo, with U.S. Senator Bernie Sanders of Vermont, unveiled on Tuesday, January 3, 2017 the first signature proposal of his 2017 agenda: making college tuition-free for New York's middle-class families at all SUNY and CUNY two- and four-year colleges. New York's tuition-free college degree program, the Excelsior Scholarship, is the first of its kind in the nation.

Under this groundbreaking proposal, more than 940,000 middle-class families and individuals making up to \$125,000 per year would qualify to attend college tuition-free at all public universities in New York State. The Excelsior Scholarship program will ensure that students statewide, regardless of their socio-economic status, have the opportunity to receive an education. Visit on.ny.gov/2j6RNYV to read more.

INSIDE NONPROFITS

New JCOPE Regulations: The Pros and Cons

The New York State Joint Commission on Public Ethics (JCOPE) issued sweeping regulations governing lobbying that will have a significant impact on the nonprofit sector. On December 7, 2016, Laura Abel, of the [Lawyers Alliance of New York](#), testified before JCOPE on behalf of the Lawyers Alliance and NPCC regarding both the positive and negative aspects of these regulations. Her comments focused on the fact that the positive aspects to these regulations are outweighed by the negative impact and burden that it places on nonprofits.

The positive impact of these regulations are that they:

1. streamline reporting requirements that allows an organization that acts as its own lobbyist to file only one set of reports rather than two separate ones (once as lobbyist and once as lobbying client).
2. eliminate the need for a second semi-annual report when a client has filed a Semi-Annual Report for the first six months of the year but does not meet the \$5,000 reporting threshold for the rest of the year.

The negative implications of the JCOPE regulations are:

1. they pose a significant administrative burden on small nonprofits (particularly those without compliance staff or in-house attorneys) in the way JCOPE has defined "beneficial client" and "coalitions." JCOPE has defined a "beneficial" client as any individual or organization on whose behalf lobbying activity is conducted, even if there is no money changing hands. As well, this definition is overly broad in that organizations that might benefit from the subject of the lobbying, even when they may not even know such lobbying exists, may be responsible for reporting; and organizations that retain a lobbyist towards a goal that may include and impact entire communities would then be swept into this regulation.
2. JCOPE's definitions of "coalitions" and "third parties" is too broad. Many nonprofits engage in conversations and work collaboratively with other organizations, allies and individuals (considered by JCOPE to be "third parties") regarding their advocacy and their program goals. JCOPE, in these regulations, has required that an organization disclose those third parties even where there is no formal agreement to lobby on that coalition's behalf. This is not just overly burdensome, but an over-reach of JCOPE's regulatory power.
3. JCOPE has required disclosure of employees' and members' personal social media posts. Under the regulations, it would attribute an employee's personal social media posts to an organization when such posts are encouraged by the organization as part of a social media campaign. There is no basis under the Lobbying Act to require an organization to disclose these posts if they are not paying the employee to post. Furthermore, tracking social media accounts is not just an administrative burden, but a troubling intrusion into personal privacy, and a likely violation of employee's rights.

What was clear from the hearing was that JCOPE was unaware that its regulations would have these types of impacts on the nonprofit sector. By highlighting the burdens and compliance costs such regulations would pose on nearly all nonprofits in New York City, the Lawyers Alliance of New York sought to reduce these consequences.

OTHER OPPORTUNITIES

2017 Regional State of the State Addresses -- Office of NYS Governor Cuomo - <http://on.ny.gov/2i6UhGK>

Registration is now open for the 2017 Regional State of the State Addresses being delivered the week of January 9. The addresses will take place in six different locations over the course of three days:

Monday, January 9 in New York City and Buffalo; Tuesday, January 10 in Westchester and Long Island; and Wednesday, January 11 in Albany and Syracuse

AFP 2017 Annual Meeting -- Association of Fundraising Professionals - <http://bit.ly/2idARzP>

January 11, 2017 8:30am - 11:00am
Chelsea Piers, Pier 59 New York, NY

The Annual Membership Meeting and State of the Industry Event meeting will explore what funding trends are coming next and who our allies will be in this new year. Review AFP accomplishments of the past year, and recognize the Board of Directors and volunteers.

Transformative Youth Development & Impact: A Town Hall -- Youth INC - <http://bit.ly/2iKMGry>

January 12, 2017 5:00pm - 8:00pm
Kirkland & Ellis LLP - 601 Lexington Ave (Entrance on 53rd St), New York, NY

Learn first-hand from their insights on a newly released study: "The Art and Science of Creating Effective Youth Programs" created in collaboration with News Corp, Youth INC, and Algorhythm. The convening will also feature a guest panel of NYC youth, leaders from the Office of the Mayor, NPCC, and the CUNY School of Professional Studies.

The Liberty Fund - Request for Letters of Inquiry - <http://bit.ly/2jcNRd3>

Deadline: January 13, 2017

The Liberty Fund in the New York Community Trust is starting a first round of review and grantmaking and requests descriptions of time-sensitive projects designed to preserve hard-fought protections for New Yorkers in the weeks and months ahead. Deadline for Letters of Inquiry is January 13, 2017.

Nonprofit BoardCon -- NYN Media - <http://bit.ly/2iKQVfU>

January 18, 2017 8:00am - 5:30pm
Pace University - Schimmel Center
\$25 - \$150

NYN Media's first Nonprofit BoardCon will bring together board members and senior executives at an all-day conference to discuss best practices and strategies for nonprofit boards. Learn from senior executives of New York's nonprofit sector, check out what their exhibitors have to offer, and enter to win raffle prizes.