



## IN THIS ISSUE

ABOUT NYN	2
INSIDE NPCC	1, 2
INSIDE NON-PROFITS	2, 3
STAFF FEATURE	3
RESOURCES	3
OTHER OPPS	3
WORKSHOP CALENDAR	4

## SAVE THE DATE

Join us for this year's Best Practices Workshop and Awards Presentation as we present the three winners of the 2016 New York Community Trust Nonprofit Excellence Awards. Visit [bit.ly/NEA-2016](http://bit.ly/NEA-2016) to RSVP.

Sponsoring this milestone year provides you with the unique opportunity to connect with the area's diverse nonprofit community, display your brand, and show your company's support for hundreds of community causes. Visit [npccny.org/sponsor](http://npccny.org/sponsor) to learn more.

## WELCOME NEW MEMBERS!

- \* Archaic Smile
- \* Mission Center
- \* The Advocacy Institute (A Project of the Center for Popular Democracy)
- \* Gemiluth Chessed of Greater New York
- \* Checkmating Dementia
- \* Non-Stop Media
- \* The Radical Age Movement
- \* Virunga Fund
- \* Lifting Lives
- \* Emma's Torch (A Project of Social Good Fund)
- \* Sari Dienes Foundation

## INSIDE NPCC

### Meet the 2016 Nonprofit Excellence Awards Selection Committee

On December 2nd, three nonprofits from among 11 [semifinalists](#) will find out which prize - Gold, Silver or Bronze - they've won in the 2016 New York Community Trust Nonprofit Excellence Awards. The program's expert 33-member Selection Committee is responsible for making the decision and, before that, for choosing the semifinalists and finalists from this year's pool of 58 applicant organizations.



In the six months leading up to the Awards Presentation, Committee members have reviewed and scored the applicants. During this three-step judging process, they provide detailed feedback to the organizations about their management strengths and weaknesses. Individually, Committee members volunteer 80 to 100 hours a year to this process. We look for experts with experience running nonprofits, supporting or funding nonprofits, and consulting with or advising nonprofits on their management practices.

As such, the members of the Committee are nonprofit leaders (including past winners), consultants, capacity builders, and funders.

Over the last ten years, the Awards program has benefited tremendously from the experience and wisdom of 109 nonprofit experts in selecting and honoring the program's 29 winners. Michael Davidson, Board Coach, holds the honor of being the longest-serving member of the Committee. He has been onboard since the program's inception in 2007. Now chaired by Diana Davenport, VP of Administration at The Commonwealth Fund, the Committee was led in past years by Hildy Simmons, noted philanthropic advisor, and Darren Walker, President of Ford Foundation. Asked why they rejoined the Committee, one member said, "Every year I have learned something new and grown my own awareness of the multi-faceted challenges faced by nonprofits and have marveled at how as a sector we can do so much with so little."

So, who are the 33 individuals who make up the 2016 Selection Committee? Visit <http://npccny.org/selection-committee/> for the complete list.

## 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](http://npccny.org/spaceads) to view the latest available listings.

Office Space Available  
Building Space Available

New York Nonprofits is a monthly publication of the Nonprofit Coordinating Committee of New York, Inc. (NPCC).  
 Editor: Heysha Nameri, Communications Coordinator  
 For information or questions about the newsletter email [hnameri@npccny.org](mailto: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 1,400 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](mailto:kjones@npccny.org).

**Board Officers:**

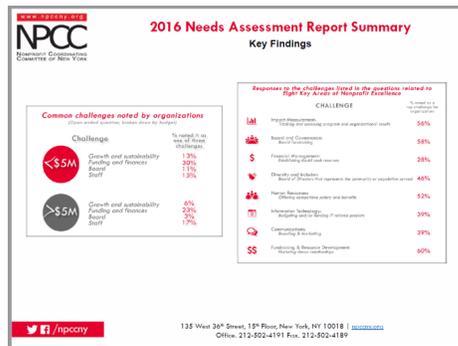
Ian J. Benjamin, Chair  
 Vice Chairs: Robert Acton, Joyce M. Bove, Richard Burns, Gregory Cohen, Barbara Schatz  
 Treasurer: Charlene Laniewski  
 Secretary: Merble Reagon

**Board Members:**

Victoria Bailey, Diana Davenport, Leslie Goldman, Ronda Kotelchuck, Patricia Kozu, Antoinette La Belle, Larry Lee, Sheila Lewandowski, Roland Lewis, Carolyn McLaughlin, Tuhina De O'Connor, Karen Pearl, Michael Seltzer, Emily Smith, JoAnn D. Smith, Richard Souto, Sarah (BJ) Sung, Stephanie Thomas, Eileen Torres, G. Robert Watts, Jo-Ann Yoo; Sharon Stapel, President ex officio  
 Michael Clark, President Emeritus | Jonathan A. Small, Esq., President Emeritus | Peter Swords, Esq., President Emeritus | John E. Craig, Jr., Chairman Emeritus

Copyright © 2016 Nonprofit Coordinating Committee of New York, Inc. *New York Nonprofits* is published twelve times a year. Select articles may be reprinted in print form (they may not be printed in any medium other than print form) with the express permission of the Nonprofit Coordinating Committee of New York, Inc.

2016 Needs Assessment Report Summary



NPCC launched its first-ever needs assessment survey in April, 2016. The goal of this effort was to gain a baseline understanding of the common management challenges New York City-area nonprofits are facing and to understand what more we can do to support the sector. As a leader in nonprofit management and capacity-building strategies, NPCC must stay abreast of these trends and needs. The results from this assessment will guide NPCC's strategic programming decisions as well as help NPCC identify trends relating to policy, government regulations, and nonprofit management--issues that affect all nonprofits, regardless of size, age, or mission.

Visit <http://bit.ly/2dqV88S> to view the key findings of the survey.

Stay tuned for the release of the full report summary this week!

INSIDE NONPROFITS

Lawsuits Filed to Block New Overtime Regulations

Two lawsuits have been filed against the updated overtime rule under the FLSA and aim to block the new rule changes. The plaintiffs say the Labor Department ignored evidence when drafting the new rule and the threshold is too high to satisfy salary/wage requirements. Visit <http://bit.ly/2dF2Vdc> to read more.

Ahead of the Curve Symposium Recap

On September 28, 2016, nonprofits and capacity builders came together at the Ahead of the Curve Symposium to talk about risk and risk management and to begin to define the approaches and tools that would best serve the nonprofit sector. NPCC was proud to be an organizer and collaborator of this conference and will be holding a training on risk management on Friday, October 21 - [Managing Financial & Legal Risk in Nonprofit Organizations](#).

Resources that can help your nonprofit address risk will be updated here:

- **NPCC's Nonprofit Toolbox:** <http://www.npccny.org/nonprofit-toolbox/information-databank/>
- <http://supportcenteronline.org/events/ahead-curve-symposium/>

Get Your Organization Ready for #NYGivesDay!

On November 29, 2016, nonprofit organizations all over the state of New York will come together to hold a statewide day of giving. This day will be a unique opportunity to highlight how we can work together and build a stronger sense of community.



[New York Gives Day](#) has been established by [The New York Council of Nonprofits, Inc.](#) (NYCON) and [United Way of New York State](#) (UWNYS) to unite the state around providing increased support for local nonprofit organizations. This 24-hour online event, called New York Gives Day (#NYGivesDay) builds on the success of #GivingTuesday.

This year NPCC joins New York Gives Day as a Network Leader. Experience with such days of giving shows that when participation increases, donors have more choices and overall giving to nonprofits increases. New York Gives Day will provide better access for smaller nonprofits to participate. The technology platform, provided by GiveGab, will ensure that every nonprofit will have an easy-to-use online giving option that can be leveraged on Giving Tuesday and year round to connect with supporters.

Visit [NYGivesDay.org](http://NYGivesDay.org) to learn more and register your organization for #NYGivesDay.

## Resources

### Real Estate Project Readiness: Key Terminology — Denham Wolf

Today's nonprofits are increasingly aspiring to "speak the language" of real estate. Denham Wolf's Key Terminology booklet compiles words and phrases that are frequently heard throughout the course of a real estate project in New York City, including several that are commonly misused or misunderstood. Visit <http://bit.ly/2dF4iZE> to view the presentation.

## Other Opportunities

### Nonprofit Leadership Dispositions Survey Lehman College, CUNY

Nonprofit leaders are invited to complete this online survey to give insight on dispositions of leaders and provide valuable strategies for improving leadership training. All data collected will remain confidential and the survey takes approximately 15-20 minutes. Participants need to be in the Human Services field and have a budget of \$3M or more annually. Visit <http://svy.mk/2d9HZuJ> to participate.

### Fundraising Opportunity Yankee Stadium, Bronx, NY

Looking for a fundraising opportunity for your organization? Yankee Stadium is currently looking for a nonprofit to work a concessions stand for October to December. The stand makes for a great opportunity for fundraising for any number of organizations, as the nonprofit earns 10% of the sales of the stand. If you are interested in applying for this opportunity or have any questions, please contact Jaclyn Darigo (HR Manager, Yankee Stadium) at 646-977-8498 or [jaclyn.darigo@legends.net](mailto:jaclyn.darigo@legends.net).

## INSIDE NONPROFITS

### Mayor Bill de Blasio Recently Announced Creation of Nonprofit Resiliency Committee

The newly formed committee is charged with identifying, designing, and launching solutions to support the sector in the areas of administrative processes, service and program design, and organizational infrastructure.

The Committee will be co-chaired by Deputy Mayor for Health and Human Services Dr. Herminia Palacio and Deputy Mayor for Strategic Policy Initiatives Richard Buery. The Mayor's Office of Contract Services will help coordinate the Committee with support from the Mayor's Office of Operations and Office of Management and Budget.

Sharon Stapel, NPCC President, as well as many of our member organizations are part of the Committee. Visit <http://on.nyc.gov/2cOq6jL> to read full press release.

### Employers May Be Banned From Asking Prior Salary History

A bill in the City Council of New York City would prohibit employers from inquiring about a prospective employee's salary history. Introduced by New York City Public Advocate Letitia James, Int. 1253 states when employers rely on salary histories to determine compensation, they perpetuate the gender wage gap. Adopting measures like this bill can reduce the likelihood that women will be prejudiced by prior salary levels and help break the cycle of gender pay inequity. Visit <http://bit.ly/2dDg7if> here to read more.

## STAFF FEATURE

### Deputy Director Melkis Alvarez-Baez Celebrates 5 Years at NPCC!



**Melkis Alvarez-Baez** joined NPCC in September 2011 as Associate Director for Special Programs, became Director of Programs in 2014, and Deputy Director in 2016. As Deputy Director, Melkis oversees all of NPCC's programs and member services. Prior to NPCC, Melkis worked with Advocates for Children of New York, a nonprofit working to protect every child's right to an education. Melkis is a member of Job Path's Board of Directors and Program Committee Chair of Advocates for Children's Junior Board. Melkis has served as a Team Leader for the New York Women's Foundation's Grants Advisory Committee. Melkis is a graduate of Harvard College and the Milano School of International Affairs, Management, and Urban Policy.

## IN MEMORIAM



Julie Floch, a leader in nonprofit accounting and finance, died on Friday, September 23rd, after a years-long battle with cancer. Floch was the partner in charge of accounting and consulting at EisnerAmper's Not-For-Profit-Services Group and served on the NPCC Government Relations Council for several years.

"She was a towering member of the New York nonprofit community and will be sorely missed." says Ian Benjamin, NPCC Board Chair.

We at NPCC are thankful to Julie Floch for her incomparable work and service to nonprofits.

## Upcoming Workshops - (Visit [npccny.org/workshop](http://npccny.org/workshop) for view full calendar)

### Board Fiduciary Responsibilities: Balancing Strategy & Management

**Tuesday, October 11 9:30am - 11:30am**

The buck stops with your organization's Board. Board members must understand their responsibilities and mandate. In this workshop, presenter Lisa Toback, Director of Kiwi Partners, draws on her experience attending countless board meetings to highlight the practices of exemplary boards, including how they provide value to leadership at their quarterly meetings and in-between. Participants will also discuss how board complacency can lead to missing the signals that can help prevent a crisis.

To register: <https://www.eventbrite.com/e/27600164836>

### Is Leadership Transition in Your Organization's Future?

**Tuesday, October 18 9:30am - 11:30am**

COFCCA, 254 West 31st Street, 5th Floor NY, NY 10001

Presented by Adam Thorn, Director of Operations, and Karl Bierach, UST Equifax Account Manager, this interactive presentation will shed light on how to avoid making costly mistakes when managing your unemployment claims paperwork, protests and hearings. The presentation will also explore UST's comprehensive benefits program, which can help further lower your unemployment costs through reserve-building, dedicated administrative support, auditing, outplacement services and online training opportunities.

To register: <https://www.surveymonkey.com/r/NY-Seminar>

### Managing Financial & Legal Risk in Nonprofit Organizations

**Friday, October 21 8:15am - 12:00pm**

Be prepared and not scared of unperceived everyday risks.

Nonprofits face a certain amount of financial and legal risk merely by operating. Although all risk cannot be eliminated and some risk is expected due to budgetary constraints and the necessity to take chances with new ideas and programs, certain activity (or lack of actions) creates unnecessary risks that can be easily mitigated if identified and understood.

This unique conference with its very knowledgeable and experienced panelists will take a fresh look at everyday situations that many organizations don't consider to be risky but can negatively affect an organization's well-being and sometimes threaten its very existence.

To register: <http://www.eventbrite.com/e/27711618196>

### Labor and Employment Issues: New Overtime and Independent Contractor Rules

**Friday, October 28 9:30am - 11:30am**

A variety of labor and employment changes are projected to have an impact on the nonprofit sector. Effective December 1, 2016, the Department of Labor will change the salary basis of those employees who will be exempt from overtime payment. This workshop will be a final opportunity to learn how these changes may impact the nonprofit sector, as well as other new developments in wage legislation.

To register: <http://www.eventbrite.com/e/27935234037>

### Preventing Sexual Harassment in the Workplace

**Tuesday, November 1 9:30am - 11:30am**

Interested in creating a comfortable work environment? Training your employees to identify inappropriate workplace behavior is the first and best way to prevent sexual harassment and discrimination, while establishing a safe and respectful work setting for all.

To register: <http://www.eventbrite.com/e/27753532563>

### 2016 New York Community Trust Nonprofit Excellence Awards | Best Practices Workshop & Awards Presentation

**Friday, December 2 8:00am - 1:30pm**

Join us as this year's three winners participate in a Best Practices Workshop to discuss their management strengths and detail the strategies and practices that led to their selection. The Best Practices Workshop will be moderated by Stephannie Thomas, NPCC Board Member and Founder of Stetwin Consulting. A networking breakfast will precede the Best Practices Workshop; the Awards Presentation and a reception will follow.

To register: <http://www.eventbrite.com/e/26805236183>