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WELCOME NEW MEMBERS!

- * Ivy Enrichment Fund
- * Mercaz USA
- * Mission Control Center
- * The Character Connection Initiative
- * Emerging Strategies
- * The Focus Forward Project
- * Tzahal Shalom of North Westchester

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

TRENDING

The 2016 Nonprofit Excellence Awards Winners Are...

The Nonprofit Coordinating Committee of New York (NPCC) has announced the three winners of the New York Community Trust Nonprofit Excellence Awards! The three organizations will be honored for their management excellence at the Awards Presentation to be held on December 2nd at the New York Academy of Medicine. The winners will participate in a special best practices workshop where they will engage in a panel discussion about the management practices that led to their selection.

At the Awards Presentation, we will reveal which of the organizations wins the Gold, Silver and Bronze Prizes. A total of \$60,000 and over \$15,000 in scholarships for the Columbia [Business School Executive Education Programs in Social Enterprise](#) will be awarded to the three winners. The three runners-up will also receive over \$31,000 in scholarships to the Columbia Programs.

And the three winners are... visit <http://npccny.org/nea-2016-winners> to view the full press release.

INSIDE NONPROFITS

Energy Benchmarking Bill Intro 1163

On September 13, 2016, the New York City Council passed [Intro 1163-A bill](#) that modified the energy benchmarking legislation of 2009. The bill, aimed at increasing energy efficiency and cost-savings, requires building owners and tenants, including nonprofits, in a property of 25,000 square feet to comply with energy benchmarking (that is, reporting energy usage to the City). NPCC, along with the Jewish Community Relations Council of New York, Catholic Community Relations Council of New York, and the Human Services Council, provided information to the City Council to assure that the bill best protected nonprofits. The law now reflects provisions not in the original version, including:

- Small and mid-size building will not be required to benchmark until the Department of Buildings determines that the utility serving the building is offering direct uploads of energy information;
- Nonprofits are entitled to notice of and access to benchmarking assistance from the City;
- The type of assistance which the Administration will provide has been expanded to include trainings, reference guides and a publicized telephone number and email address to receive direct questions;
- DOB is barred from imposing a civil penalty on a building owner if
 - the building owner can show they have made good faith efforts to comply by asking the City for assistance at least 60 days before the deadline and
 - they submit a benchmarking report within 60 days of receiving a notice of failure to submit or if they can show they never got the notice for assistance in the first place.

New York Mid-Size Nonprofits Need Affordable Healthcare

When the Affordable Care Act changed the definition of "large group employers" from "51 employees or more" to "100 employees or more" for insurance purposes, most states pushed back, recognizing that this change would negatively impact midsize employers with 51 to 100 employees. As a result, the law was amended in 2015, allowing states to define a large group as 51 or more employees. Forty-six states adjusted their definitions accordingly. New York did not.

New York's failure to act has wreaked havoc on nonprofit organizations and small businesses in the 51 to 100 employee bracket. In moving from the large group to small group insurance market, many nonprofits were faced with double-digit premium increases. NPCC is supporting efforts to re-define large groups as 51 or more employees. Nonprofits interested in getting involved should contact our Policy Strategist, Tiloma Jayasinghe, at tjayasinghe@npccny.org.

Visit <http://bit.ly/2fwvldA> to read more.

The New York Community Trust Approves More Than \$12 Million in Grants

The New York Community Trust announced the funding of 69 grants in the largest round of the year. More than \$12 million will fund scholarships and programs in many subsectors of the nonprofit community including arts and education, social services, housing, and health services.

Visit <http://bit.ly/2eGEjUt> to view full announcement.

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 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 1,400 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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Disclosure Obligations by Federal Grantees (FAR v. OMB)

Federal disclosure requirement differs depending on whether a nonprofit has a federal contract or subcontract, which is governed by the Federal Acquisition Regulation (FAR), or whether a nonprofit has a federal grant or cooperative agreement, which is governed by the Uniform Administrative Requirements, Cost Principles, and Audit Requirements (the Uniform Guidance).

As a matter of best practice, nonprofits should disclose credible evidence of any violations of any federal criminal law to the Office of Inspector General of their grant-making agency in accordance with the higher standard required under the FAR, despite only being legally required to provide actual violations under the Uniform Guidance. Visit <http://bit.ly/2fi5S4A> to read more.

DOL Final Rule on Paid Sick Leave for Employees of Federal Contractors

The DOL Final Rule on sick leave for federal contracts will NOT apply to most nonprofits because grants and cooperative agreements are not covered. However, as the Rule does apply to subcontracts, nonprofits should review their sources of federal funding to ensure that they are not covered. If they do hold a grant that is covered by the Final Rule, then covered employees will have to be provided up to 7 days of paid sick leave on an annual basis.

The Department of Labor (DOL) issued a Final Rule implementing Executive Order 13706 ("Final Rule") which requires that parties, including nonprofits who enter into certain contracts with the federal government, must provide up to 7 seven business days paid sick leave on an annual basis to covered employees.

Which contracts are not covered by the Final Rule?

- Grants and cooperative agreements
- Contracts with Indian Tribes
- Procurement contracts excluded from the federal Davis-Bacon Act.
- Contracts for services exempt from the Service Contract Act.
- Contracts for manufacture or furnishing of materials, supplies, articles or equipment for federal government.

Which contracts are covered by the Final Rule?

- Procurement contracts for construction covered by the federal Davis-Bacon Act,
- Service contracts covered by the Service Contract Act,
- Concession contracts, or
- Contracts in connection with federal property or lands.

Accordingly, although it appears that this Final Rule will not have a major impact on nonprofits, because grants are not covered, it does include subcontracts, so a nonprofit should make sure that any of its federal revenue sources may not in some way be some way covered by this ruling.

If the Final Rule applies to you, which employees are covered?

- The final Rule applies to employees who work directly or in connection with a covered contract. An employee works directly on a contract if they perform the specific services called for the the contract. An employee works in connection with a contract if they perform work necessary to satisfy the terms of the contract, but not the prescribed work itself.
- The Final Rule does not apply to an employee who works 20% or less of their hours in a work week in connection with a covered contract.

What coverage must an employer provide to a covered employee?

- The Final Rule requires that employees who work directly or in connection with covered contracts accrues 1 hour per 30 hours worked on or in connection with such contract, up to 56 hours per year.
- The year can start on any given date.
- Accrued but unused paid sick leave must be carried over from one year to the next, but contractors may cap an employee's maximum leave accrual to 56 hours.
- Contractors are not required to pay employees for accrued unused paid sick leave upon separation of employment.
- A nonprofit employer may use existing paid sick leave policies to comply with the requirements of the rule, but if their policies do not comply, they will need to modify their policies in accordance with the Final Rule.

NPCC Members Honored at 2016 NYN Media Cause Awards

On November 2nd, New York Nonprofit Media held its first-ever Cause Awards to honor individuals, agencies, and philanthropists who made a major impact on the most pressing human services of New York's nonprofit sector. Congratulations to the honorees, including these NPCC member rock stars:

- Bowery Residents Committee (BRC) - ([2015 Nonprofit Excellence Awards Winner](#))
- Jessica Maxwell, The Children's Aid Society in New York ([2016 Nonprofit Excellence Awards Finalist](#))
- #15andFunding Coalition
 - Allison Sesso, HSC
 - Jennifer Jones, FPWA
 - James Parrot, FPI
- Center for Community Alternatives (CCA)
- Kellie Phelan, Hour Children, Inc.
- Food Bank For New York City
- The Jewish Board of Family and Children's Services ([2016 Nonprofit Excellence Awards Finalist](#))

Visit <http://bit.ly/2fiaQON> for the full list of honorees.

We Want Your Feedback!

To meet the needs of the sector and our constituents we count on your opinions and feedback! In the 2015 Member Satisfaction Survey you said,

- NPCC's website is outdated and difficult to use.
- You didn't know about many of our programs and member offerings.
- The Nonprofit Excellence Awards program is too burdensome.
- This survey is too long!

So, we got to work and...

- Redesigned and updated our website!
- Revamped this newsletter and went paperless!
- Hired a Communications Coordinator to help us get the word out about NPCC's work, programs and services.
- Streamlined the Nonprofit Excellence Awards process to make it accessible to more organizations.
- Simplified the member satisfaction survey. *It is only 10 questions this year!*

How can we be even better in 2017? Fill out the [2016 Membership Satisfaction Survey!](#)

Visit <https://www.surveymonkey.com/r/NPCCMemberSurvey16> and tell us how you feel!

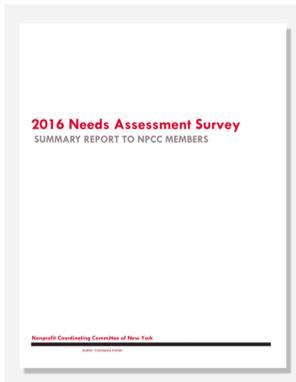
NPCC Member Open House



[Please join us for an Open House](#) - and a sneak peek at NPCC's strategic goals for 2017 and beyond. We want you to be the first to know where we are going and we want your thoughts about how we get there.

Meet the staff, enjoy light refreshments, and network with fellow members!

RSVP -- <https://www.eventbrite.com/e/28533077202>



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.

Visit <http://npccny.org/nneeds-2016> to view the full report summary.

MEMBER FEATURE

Founder of New York On Tech Shares Her Story with CNN

Jessica Santana had a job at a top global accounting firm that paid six figures just two years ago. She left it behind to teach New York City teenagers how to code.

Visit <http://cnmon.ie/2exGQN4> via CNN to read her inspiring story!

GMHC Will Expand with Pilot Program, Safety in Housing

GMHC received \$1.3 million in funding from the Department of Housing and Urban Development (HUD) to provide housing and support to those living with HIV/AIDS and domestic violence survivors. The pilot program, Safety in Housing, is expecting to serve up to 60 households.

Visit <http://bit.ly/2finXiV> to read more.

New Partnership Aims to Achieve a World Without Child Abuse and Neglect

The New York Foundling announced a joint partnership with The American Professional Society on the Abuse of Children (APSAC) aimed at helping both organizations achieve a greater impact in the field of child welfare and maltreatment across the United States. Visit <http://bit.ly/2fVsJGA> to read more.

Member Feature

Do you have exciting news that you would like to share with NPCC and fellow member organizations? Let us know by [clicking here!](#)

STAFF FEATURE

Deputy Director Melkis Alvarez-Baez Featured in The Clyde Fitch Report



[Melkis Alvarez-Baez](#) was recently interviewed by former NPCC Board Member and former Nonprofit Excellence Awards Selection Committee Member Caroline Kim Oh for [The Clyde Fitch Report](#), a respected online publication that acts as the nexus of arts and politics. Read about what drives her passion for nonprofit work and how she evolved from pre-med student to dynamo deputy director. Visit <http://bit.ly/2eH1nCt> to read more!

Sharon Stapel Celebrates One Year as NPCC President



[Sharon Stapel](#) came to NPCC in October 2015 from the New York City Gay and Lesbian Anti-Violence Project (AVP), where she was the Executive Director of the nation's largest LGBTQ and HIV-affected anti-violence program. She was named a White House Champion of Change and was recognized by President Barack Obama for her advocacy work. A graduate of CUNY School of Law and the University of Massachusetts, Amherst, Stapel has served as an adjunct professor at CUNY School of Law and Hunter College.

OTHER OPPORTUNITIES

Boost Your Capacity with "Encore" Talent [WEBINAR] - <http://bit.ly/2fbcZ0V> Wednesday, November 9 | 2:30pm - 3:30pm

Nonprofit leaders have long wish lists, and are always looking for creative ways to add resources. Experienced adults - with skills, time and passion for your mission - are a growing talent pool often overlooked by nonprofits. How do you engage people with decades of work experience....and where do you find them? This webinar will introduce Encore Talent Works, a new interactive toolkit that helps nonprofits of all sizes benefit from experienced, "encore" talent. It offers insights, resources and success stories to organizations at every stage, from "who are these people" to "what roles make sense" to "how do I recruit encore talent?"

2016 National Philanthropy Day® Conference - in Westchester

Thursday, November 10 | 8:00am - 5:00pm | Doubletree Hotel by Hilton, 455 South Broadway, Tarrytown, NY 10591

The Westchester County Chapter of the Association of Fundraising Professionals invites you to be part of its annual National Philanthropy Day® Conference. The conference is designed by and for development professionals and offers a broad range of programming covering all aspects of fundraising including: planned giving, leadership and board development, major gifts, cultivation, events and much more. As an NPCC member, you are eligible to attend using the AFP Westchester Member Rate! To get the coupon code to register at this price point, please contact Lauren Candela-Katz at lauren@lckconsulting.com.

Harvard College's Public Service Internship Program - <http://bit.ly/2ftRhUI> Deadline: Friday, November 18

Public service organizations with volunteer needs this winter are invited to participate in Harvard's January Internship program, organized by Harvard's Center for Public Interest Careers. Students will be available to volunteer for up to three weeks during January (between January 2 - 22, 2017) at no cost to participating organizations.

PennPAC Probono Consulting Opp

Deadline: Wednesday, November 23

PennPAC is seeking nonprofit applicants for its Spring 2017 slate of NYC consulting grants. Six person teams provide 8-week, project based, strategic consulting engagements. PennPAC's University of Pennsylvania alumni volunteers perform engagements customized to meet your organization's needs. Contact nonprofits@pennpac.org with any questions.

IBM SafetyNet Grant - <http://bit.ly/2exTVWL>

Deadline: Friday, November 30

The IBM SafetyNet Grant Program helps nonprofits access and analyze client data quickly and efficiently -- consolidating multiple steps not only to comply with but also simplify a variety of reporting requirements. This frees up valuable staff time to focus on serving their clients' needs. As part of the IBM SafetyNet grant, selected organizations will receive a grant valued at \$300,000 from IBM. The program is for no-cost cloud hosting, customizable software, and consulting services.

Expert Pro Bono Legal Help Available for Nonprofits, *Lawyers Alliance for New York*

Nonprofits regularly enter and terminate contracts in the course of their program activities. Construction loans, leases, commitment letters, administrative service agreements, collaborations, intellectual property licenses, work for hire arrangements, letters of credit, grant agreements, and other contracts all expose your organization to risks and create opportunities. Skilled Lawyers Alliance staff and volunteer attorneys are ready to help nonprofits successfully review, negotiate, and understand these complex business transactions. Please let us help your organization. With quality legal help, you and your colleagues can better focus on carrying out your organization's mission. For more information contact Client Relations Coordinator, Ellie Brandmeyer, at ebrandmeyer@lawyersalliance.org or 212-219-1800 x 278.

iMentor - <http://bit.ly/2fiz77p>

iMentor is seeking new mentors to match the students in their program. iMentor's model uses mentoring relationships to ensure more students graduate from high school college-ready and are able to succeed when they enroll. All it takes is one email a week and one meeting a month during the school year, plus iMentor staff will be there to assist every step of the way.

Nonprofit Leadership Dispositions Survey, *Lehman College, CUNY* - <https://www.surveymonkey.com/r/lehmannonprofitstudy>

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

Upcoming Workshops - (Visit npccny.org/workshop for view full calendar)

Real Estate Strategies for Nonprofit Organizations

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

Join Michael Carlton, Managing Principal of Carlton Architecture, for an interactive work session on the real estate process for nonprofit organizations considering a move. Michael has close to 30 years' experience in both architecture and interior design, many of those with nonprofit institutions.

To register: eventbrite.com/e/28330979723

Advocacy and Lobbying Training—The Basics

Monday, November 14 9:30am - 11:30am

UJA-Federation, 130 East 59th Street, Room 712, New York, NY 10022

In partnership with Human Services Council (HSC), we are pleased to invite you to this advocacy and lobbying training which will cover the basics of nonprofit advocacy, as well as the nuts and bolts of City and State lobbying laws, what constitutes lobbying, and when and how lobbying should be reported. Find out whether your organization has engaged in "lobbying activity" and, if so, what you need to do comply with the law!

To register: eventbrite.com/e/28557682798

Developing a Logic Model for Your Grant Proposal

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

For many organizations, this can be perceived as a "necessary evil," but when done thoughtfully and thoroughly, can set the stage for effective project implementation and evaluation. This interactive workshop will focus on what logic models mean for grant proposals, feature a case study to help participants learn how to build a logic model, and understand how grant proposals are evaluated.

To register: eventbrite.com/e/26847062286

Building a Mission-Infused Finance Function in Your Nonprofit

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

The isolated, cost obsessed, leader of the nonprofit financial function, often the Chief Financial Officer, is obsolete. Siloed finance, program, development departments as well as Finance Committees who don't communicate and align goals are a relic of non-profits who have often lost their way. Success today and long term organizational sustainability requires a mission -infused finance function and finance driven and aware programmatic and administrative teams.

To register: eventbrite.com/e/27637628892

Advocacy and Lobbying For Nonprofits—Including Federal Tax Rules

Thursday, December 1 9:30am - 11:00am

The Foundation Center, 32 Old Slip, 24th floor New York, NY 10005

Nonprofits play a vital role in advocating for social issues and informing and influencing public policy. Many nonprofit executives are unclear about laws surrounding lobbying and political activity. Learn about lobbying as a public charity, federal tax rules related to advocacy and lobbying, and what your organization needs to do to protect its tax status while engaging in these activities.

To register: <http://bit.ly/2exYuQW>

Resources

CohnReznick Not-For-Profit Governance Survey Results

CohnReznick

The CohnReznick Not-for-Profit Governance Survey analyzed responses from leaders and board members at 616 organizations across the country between March and May of 2016. Forty questions were asked in the survey, covering a wide variety of topics that include governance practices and policies, board structures, and the presence of audit and other committees.

Visit <http://bit.ly/2ePvCVt> to view the key findings and full report.

State Regulation and Enforcement in the Charitable Sector

The Urban Institute

This study - conducted by the Charities Regulation and Oversight Project at Columbia Law School and the Center on Nonprofits and Philanthropy at the Urban Institute - is the first systematic analysis of state-level oversight and regulation of US charities. It has three components:

- a legal analysis of laws pertaining to charities in 56 US jurisdictions;
- a survey of state and territory offices with oversight, regulatory, and enforcement authority over charities;
- and interviews with officials in over two-thirds of those offices.

Visit <http://urban.is/2fxlBNW> to view full report.

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NONPROFIT COORDINATING
COMMITTEE OF NEW YORK

THE NEW YORK
COMMUNITY TRUST

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NONPROFIT
EXCELLENCE
AWARDS

10 YEAR
ANNIVERSARY

Best Practices Workshop and Awards Presentation

December 2, 2016
8:00am - 1:30pm
New York Academy of Medicine 

RSVP: <http://bit.ly/NEA-2016>

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