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## WELCOME NEW MEMBERS!

- \* 34th Street Partnership
- \* Art Kibbutz
- \* bykatebrownie
- \* Savills Studley
- \* The Floating Hospital
- \* The Kota Alliance

## POSTINGS &amp; 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



Meeting Space Rental



Office Space Wanted

## TRENDING

## Message From NPCC President, Sharon Stapel

On Thursday [President Trump said he would "totally destroy"](#) a provision in the federal tax code (the so-called Johnson Amendment) that prohibits all 501(c)(3) organizations - charitable nonprofits and foundations alike - from endorsing or opposing political candidates or spending any of their resources for or against any political party or candidate for public office. Such an action could result in politicized charitable (c)(3) nonprofits and foundations. At the same time, legislation to this effect is currently before Congress (Rep. Walter Jones ([H.R. 172](#)); Sen. James Lankford ([S.264](#)); Reps. Steve Scalise and Jody Hice ([H.R. 781](#))). This legislation would alter longstanding federal law that protects charitable nonprofits and foundations - and the donating public - by preventing (c)(3) nonprofits from engaging in partisan, election-related activities. This politicization would likely benefit politicians and political operatives more than it would the public good, which is the very purpose these organizations exist. The tax code provision being challenged is there for a valid reason: to create a nonpartisan environment in which nonprofits advocate for the public good on the merits, rather than for a political candidate. This is not to say that 501(c)(3) organizations can't, or shouldn't, have opinions about the issues that are most dear to their mission - they should! Issue advocacy, such as lobbying elected politicians about pending legislation, is permitted and starkly different from partisan electioneering for or against a particular candidate. As [Tim Delaney, of the National Council of Nonprofits](#), said: "Nonpartisanship is vital to the work of charitable nonprofits. It enables organizations to address community challenges, and invites the problem-solving skills of all residents, without the distractions of party labels and the caustic partisanship that is bedeviling our country. Indeed, current law is the reason that charitable nonprofits are safe havens from politics, a place where people can come together to actually solve community problems... Nonprofits are already free to exercise their First Amendment rights to advocate for their missions. Allowing political operatives to push for endorsements would put nonprofits in a position where they become known as Democratic charities or Republican charities and put missions at risk."

## President Trump Signs Executive Order into the Federal Regulatory Process: Significant Changes for Nonprofits (Venable LLP)

On January 30, 2017, President Trump issued an Executive Order (Order) entitled "Reducing Regulation and Controlling Regulatory Costs," which if properly implemented may herald the most significant changes in the federal regulatory process since 1981, when President Reagan instituted formal White House Regulatory Review of rules issued by federal Executive departments and agencies. Visit <http://bit.ly/2ld2P4Q> to read more.

## Senate Takes Major Step Toward Repealing Health Care Law

Senate Republicans took their first major step toward repealing the Affordable Care Act on January 12, approving a budget blueprint that would allow them to gut the health care law without the threat of a Democratic filibuster. The vote was 51 to 48. During the roll call, Democrats staged a highly unusual protest on the Senate floor to express their dismay and anger at the prospect that millions of Americans could lose health insurance coverage. Visit <http://nyti.ms/2ld2T3K> to read more.

## A Strong Nonprofit Sector is Needed Now: Retreat to Improve Resiliency

We are now in a swiftly changing political, social and economic landscape and a strong nonprofit sector is more important than ever before. In order to be strong, we need resources for our organization and our programs - and our people and our teams. We need to provide tools and trainings to address stress or trauma, to promote internal resilience and to deepen relationships amongst each other.

That is why NPCC is providing a retreat/training in order to

- Provide a safe space for us to share and process the current climate, assess the impact, and to cultivate and harness internal resiliency;
- Center our values and principles in order to build skills that ground ourselves to effectively handle what's ahead;
- Share the impact of the changing environment on our lives, families, organization and communities as a springboard to develop resiliency; and
- Develop and deepen relationships with each other to create structures of support.

This workshop will be facilitated by Rusia Mohiuddin of Universal Partnership. Rusia is a trainer, facilitator, and somatic coach who pioneered the integration of somatics into an organizing framework. Somatics is a path and a process by which we embody transformation, individually and collectively. Individuals make up our movements, and addressing trauma, and the oppressions that may have shaped us, enables us to transform and provide care to ourselves, and by that, care for our communities.

We will offer the training on the following three dates and times. Please register for only one of the following dates (the content will be the same):

- Thursday, March 2, 10:00 am - 3:00 pm
- Wednesday, April 5, 10:00 am - 3:00 pm
- Friday, April 28, 10:00 am - 3:00pm

The workshop will be held at the Nonprofit Coordinating Committee of New York located at 135 West 36th, 15th Floor, New York, NY 10018. Registration is \$100; NPCC Members receive a \$25 discount -- use code NPCCMBR25. Visit <http://bit.ly/npcc-retreat17> to register.

## New York Nonprofits

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](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:

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## INSIDE NPCC

### Pathways to Excellence Workshop Series Begin Friday, February 24!

NPCC's [Pathways to Excellence Workshops](#) presented by [JPMorgan Chase & Co.](#) give nonprofits the practical tools they need to improve their management practices - and can help prepare you for the 2017 New York Community Trust Nonprofit Excellence Awards application!

Focusing on [Eight Key Areas of Nonprofit Excellence](#), and featuring winners and finalists of the Nonprofit Excellence Awards over the past ten years, the workshops cover topics from managing for results to fundraising to diversity and inclusion.

Visit <http://npccny.org/path2excel> to view the Pathways to Excellence Workshops schedule and register. Questions? Contact Joseph Taylor, Awards Program Manager, at [jtaylor@npccny.org](mailto:jtaylor@npccny.org).



### NPCC Launches the 2017 Salary Survey

NPCC is conducting the 2017 Salary Survey in order to collect information on nonprofit compensation structures. The collective results of this survey will be compiled for our 2017 Salary Report and released to better inform and assist our New York City-based nonprofit community in assessing their salary scales. All contact information is confidential; results will be reported in the aggregate and will not be attributed to individual organizations. By completing the survey, you will receive a FREE copy of the final report. Visit <http://bit.ly/npcc-ssurvey17> to begin survey.

### Funding Opportunity for NPCC Members!

NPCC has partnered with [Firespring Foundation](#) and the [New York Council of Nonprofits](#) (NYCON) to donate \$50,000 in designated marketing technology funds to nonprofits making an impact in New York.

To be eligible for the grant, you must be a 501(c)(3) nonprofit organization that is based in and/or serves New York residents and a member of either NPCC or NYCON. Current NPCC members can nominate their own organizations or any other eligible nonprofit at <http://firespringfoundation.org/NY>.

- Two nonprofit organizations will each receive a \$10,000 grant
- Two organizations will each receive a \$5,000 grant
- Twenty more will each receive a \$1,000 grant

Grants may be applied toward any of Firespring's nonprofit website and online marketing services. Two people from each nominated organization will be invited to attend an exclusive educational program and luncheon in New York City on March 22nd, where the award recipients will be announced. Nominations will close on February 17, 2017.

Not an NPCC Member? Join by visiting <http://npccny.org/join-npcc> or contact Kristen Jones, Membership Manager, at [kjones@npccny.org](mailto:kjones@npccny.org).

## INSIDE NONPROFITS

### Pay Equity Executive Orders

New York State, by two executive orders (EO) signed by the Governor on January 9, 2017, took major steps in promoting and protecting an equitable workforce. While these EO's are a mandate for state employers and agencies only, they do set a standard and model for nonprofits.

[EO 161](#) seeks to ensure pay equity by prohibiting any state entity from asking a job applicant about their current or prior compensation until they make a conditional offer of employment that also includes compensation. The intent, as stated in the Order, is to prohibit gender-based, as well as race- and ethnicity-based pay discrimination.

[EO 162](#) further seeks to ensure pay equity by requiring that all state contracts, agreement, procurements and subcontracts, executed on or after June 1, 2017, require that the contractors or subcontractors report the job title and salary of each employee of the sub/contractor performing work on that state contract, or, if the sub/contractor cannot identify who works directly on the state contract, then the sub/contractor will have to report on the entire organization. The information must be reported to the state agencies on a quarterly basis for all contracts over \$25,000 (except for prime construction contracts valued excess of \$100,000 which must report monthly). This allows the State to assure that the employees of contractors or subcontractors are paid in a fair and nondiscriminatory way.

### NYC Funds 11 Arts Nonprofits For Diversity Management Training Programs

New York City has named 11 nonprofit cultural organizations as recipients of \$2 million in funding to develop a more diverse workforce on the management side of the performing arts. The money will be used to create "a more diverse pipeline of paid training and mentorship opportunities," according to the announcement from the city's cultural affairs department, "to cultivate a more inclusive and dynamic workforce, connect with new audiences, and promote a theater sector that is open and accessible to all New Yorkers." Visit <http://bit.ly/2lisogB> to read more.

## RESOURCES

### [Governor Cuomo's Fiscal Year 2018 Executive Budget](#)

New York State Governor Andrew Cuomo released his executive budget proposal on January 17, 2017. The state comptroller is in the process of analyzing the budget and when published can be found here—<http://bit.ly/2li8HFE>

### [Charitable Solicitation Compliance Resources](#)

*Harbor Compliance, National Council of Nonprofits*

Harbor Compliance and the National Council of Nonprofits announced a "Best Practices Partnership" and unveiled a resource guide to help nonprofits with often-misunderstood state fundraising registration requirements. The new resource, [Charitable Solicitation Compliance: An explanation of state charitable registration requirements](#), is available for anyone to download, free-of-charge. The guide includes information on common forms of fundraising that may require registration, an explanation of registration forms and processes, potential penalties for noncompliance, tips on how to decide where to register, and information on exemptions, renewal requirements, extensions, disclosure statements, and more. Visit <http://bit.ly/2liktzO> to learn more.

### [Risk Management for Philanthropy Toolkit](#)

The Commons developed this toolkit for funders to address aspects of risk and culture as well as help funders define and describe their risk profile, define what choices they want to make, and integrate risk into their organizational culture. The risk management tools position funders to incorporate risk management policies and practices into their communications with grantees, budgeting processes, and internal governance. Visit <http://bit.ly/2lirErO> to view and download.

## INSIDE NONPROFITS

### **City's Freelance Isn't Free Law (Int 1071-205 Version C)**

In November 2016, Mayor De Blasio signed the Freelance Isn't Free Law (<http://bit.ly/2ligseW>), which goes into effect in New York City on May 15, 2017. This law requires that anyone who employs a freelancer (defined as an individual, or an organization comprised of one individual who is not a lawyer, sales representative, or licensed medical professional), for a project of \$800 or more, or utilizes \$800 worth of that freelancer's work during a 120-day period, must have a written signed contract with that freelancer that includes details including the services provided; and the method, rate, and date of compensation. The Freelancers law further provides that any waiver of any of its protections in the contract is void, as contrary to public policy. In the event that any part of the Freelancers law is violated, such as failure to pay, the freelancer may take the organization employing them to civil court, or to the Office of Labor Standards for administrative proceedings. The law further requires that the Director of the Office of Labor Standards compile data on any complaints, and their results into a report regarding the effectiveness of this law to be submitted to the City Council one year after the effective date, and then for every fifth year thereafter on Nov. 1st.

### **IRS Private Letter Ruling on Charities Receiving Consulting Fees**

The IRS issued a [private letter ruling](#) concluding that Section 501(c)(3)s could charge fees for technical assistance services provided to other charities and government agencies without incurring Unrelated Business Income Taxes (UBIT). Under the Internal Revenue Code, a charities' unrelated business taxable income is subject to tax. Given that many nonprofits are seeking to increase their revenue through earned income strategies, this ruling is key to clarifying that nonprofits may not incur taxes on providing their consulting services for a fee. However, each organization's activities will be subject to review by the IRS, and it appears that IRS will review whether the services were related to the charitable purpose of the organization in determining whether it was exempt. It is important to note that private letter rulings do not establish precedent but they do provide insight into the IRS perspective on particular legal issues.

### **New York City Tax Lien Sale Program Renewed**

The New York City Council has [passed a bill](#) renewing the City's tax lien sale program. The bill requires the Department of Finance Commissioner to post information identifying which properties listed in the 90-day lien sale eligibility notice had received a Not-for-Profit (NFP) Exemption at any point in the prior five years. However, the bill doesn't contain protections that some advocates had sought:

While the legislation approved today doesn't include language exempting nonprofits from the sale, [Council Member] Ferreras-Copeland assured that the Department of Finance will work closely with churches, food banks, and other organizations with outstanding debts. "The Department of Finance has clarified that if an organization is working with the agency to resolve their tax exemption status, the property will be pulled from the lien sale in almost all cases," she said (via Gothamist—<http://bit.ly/2limwE8>).

### **Nonprofit Resiliency Committee Updates**

On January 19th, the City's Nonprofit Resiliency Committee (NRC) met for the second time to review changes and improvements being developed by the NRC to support nonprofits in New York City. Launched in September 2016 to offer opportunities for collaboration and to expand lines of communication between the City and nonprofit human service sector, the NRC 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. NPCC is a member of the NRC. Changes and improvements include:

- Finalized a recommendation to improve cash flow through policies that standardize advances and recoupment across City agencies.
- Developed a recommendation for streamlining contract renewals.
- Developing a "Service Design Toolkit" to guide Agency partners in human services procurement. The playbook will offer resources, tools, examples, and guidance on collaborative program development. It will also cover pre-procurement opportunities; concept paper and RFP design principles; and post-award ideas.
- Developing recommendations for indirect cost rates and cost escalators.

The NRC also launched a website: <http://www1.nyc.gov/site/nonprofits/nonprofit-resiliency/nonprofit-resiliency.page>

### **Commonwealth Fund Study Finds Repealing Obamacare Could Mean Economic and Employment Consequences for States**

According to a study conducted by the Commonwealth Fund, the repeal of key parts of the Affordable Care Act would lead to major cuts in federal assistance for health care, thereby triggering major losses in employment and serious economic dislocations in all states. These losses would not be limited to hospitals, clinics, and patients; they would have widespread repercussions for businesses and workers as well, affecting multiple sectors of each state's economy. Because economic benefits and losses flow across state lines, even states that did not expand Medicaid would experience losses if Medicaid expansions were canceled. As millions lose their insurance, hospitals and other providers would see their uncompensated medical care costs soar by \$1.1 trillion from 2019 to 2028, and they would experience major revenue losses as well. Visit <http://bit.ly/2lijnEc> to read full study and analysis.

## OTHER OPPORTUNITIES

### Discounted Classes for NPCC Members | CUNY Graduate School of Journalism— <http://bit.ly/2liyOMT>

CUNY Graduate School of Journalism offers discounts on most workshops and classes to members of the Nonprofit Coordinating Committee of New York -- use code JPLUS10. Take classes on Adobe softwares including Premiere, After Effects and Photoshop, as well as Snapchat for News, Video for Social Media and more.

### Apply for a Free Mobile Website by Good Wiring | GoodWiring.com, Wasabi Publicity— <http://bit.ly/2liyuBb>

Apply now for a free mobile-friendly website provided by The Good Wiring Project. The project provides free mobile-friendly websites and free hosting to nonprofit organizations and other cause related organizations.

### Webinar 101: Optimizing the Board/Staff Partnership | Pro Bono Partnership— <http://bit.ly/2liBmuo>

Tuesday, February 14, 2017 11:00am - 12:00pm

This webinar explores the unique partnership between and among board members and with the executive leader, offers structural and relational recommendations for optimizing performance that hinges on shared responsibility for collective results, and demystifies the shades of gray that must be skillfully navigated to become a high-performing board working in partnership with the executive leader. Suggestions for board committee structure, communications and decision-making protocols, and a relational leadership framework will be discussed.

### Information Session on the Role of the NYC Comptroller in City Contracting— <http://bit.ly/2linjos>

- Wednesday, February 15, 2017 10:00am - 11:00am

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

- Thursday, February 23, 2017

FPWA 40 Broad Street, 5th Floor, New York, NY

The Office of New York City Comptroller, Scott M. Stringer in partnership with Human Services Council, FPWA, UJA-Federation of New York, United Neighborhood Houses, Council of Family and Child Caring Agencies, Partnership for After School Education, Day Care Council of New York, Homeless Services United, and NPCC invites the human services sector to an Information Session on the role of the NYC Comptroller in City Contracting. Meet staff from the Comptroller's Bureau of Contract Administration, learn about the comptroller's role and responsibilities in contract registration and ask questions.

### Introduction to Pro Bono Partnership and Networking Breakfast for Long Island Nonprofits | Pro Bono Partnership— <http://bit.ly/2liu0Ha>

Tuesday, February 28, 2017 8:30am - 10:00am

Touro Law Center, 225 Eastview Drive, Central Islip, NY

FREE

Learn more about Pro Bono Partnership and meet staff attorneys who help nonprofits address organizational needs with a Checklist for Healthy Nonprofits, and you will have the opportunity to ask Pro Bono Partnership Staff Attorneys questions.

### BBB Charity Effectiveness Symposium XI: Driving Mission Through Changing Times | Better Business Bureau— <http://bit.ly/2liJcUH>

Tuesday, February 28, 2017 8:00am - 12:00pm

Baruch College School of Public Affairs

55 Lexington Avenue at 24th Street, 14th Floor, NY, NY

\$35

Keynote speakers Stephen Heintz, President of the Rockefeller Brothers Fund; Heather C. McGhee, President of Demos; and George Pack, Author and National Book Award Winner for The Unwinding will discuss the voice and role of nonprofits in our changing society. Thought leaders will also share insights about nonprofit priorities and strategies at this time.

### New York State Health Foundation Invites Applications for Special Projects Fund— <http://bit.ly/2livlho>

Deadline: Wednesday, March 15, 2017

The New York State Health Foundation is working to improve the health of all New Yorkers, especially the most vulnerable. NYS Health's efforts are concentrated on two priority areas: (1) Building Healthy Communities and (2) Empowering Health Care Consumers.

Through its Special Projects Fund, the foundation will award grants of up to \$400,000 to nonprofit and for-profit organizations with a significant presence in New York State for projects that have strong potential for replication elsewhere in the state.

## MEMBER FEATURE

### The City & State 50 Over 50 Awards

The City & State 50 Over 50 Awardees were announced on January 30, 2017. We would like to recognize the following honorees, who are NPCC members, partners and past Nonprofit Excellence Awards winners, for their contributions and commitment to New York City and State:

- Ronald Acker, Jewish Board- Health and Human Services for all New Yorkers
- Nancy Biberman, Women's Housing and Economic Development Corporation
- Peg Breen, New York Landmarks Conservancy
- Judy Levine, Cause Effective
- Tony Marx, New York Public Library
- Kenneth Raske, Greater NY Hospitals

Congratulations to the awardees! Visit <http://bit.ly/2liKnDB> to read more.

### Thanks For Participating in the 2016 Membership Survey

Congratulations to the winners of NPCC's Member Satisfaction Survey complimentary membership drawing - **Arts & Minds, Big Apple Greeting, Inc.**, and **Love Heals**. Thank you to all who completed the survey. Your input and feedback is very important to us! Look for the survey results in our 2016 Annual Report, which will be released in April!

### Call For Member Photos!

NPCC is looking for member images to display in our 2016 Annual Report! If you have photos of your programs or constituents that you would like to share, please send them in a JPEG (.jpg) or PNG (.png) format to Kristen Jones, Membership Manager, at [kjones@npccny.org](mailto:kjones@npccny.org).

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

### **Risk Management and Nonprofit Boards**

**Thursday, February 23 9:30am—11:30am**

To register: <https://www.eventbrite.com/e/30892238517>

### **Retirement Plan Management: Understanding Your Fiduciary Responsibility**

**Friday, February 24 8:30am—11:00am**

To register: <https://www.eventbrite.com/e/30227193349>

### **Scaling Social Impact: Is Your Organization Ready?**

**Wednesday, March 1 9:30am—11:30am**

To register: <https://www.eventbrite.com/e/30937802801>

### **Top Ten Legal Issues for Nonprofits [Long Island]**

**Thursday, March 30 8:30am—10:15am**

To register: <https://www.eventbrite.com/e/31608772690>