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## TRENDING

Do you work at an amazing nonprofit? We want to recognize you! But how will we know if you don't apply? Apply for NPCC's **2016 New York Community Trust Nonprofit Excellence Awards!** This year's Awards application process is more streamlined and begins with a readiness assessment. Learn more by attending one of the upcoming **application clinics**:

**Wednesday, May 4, 2016** at NPCC  
**Friday, May 6, 2016** - Warner Library, Tarrytown, Westchester

To register for the applications, visit <http://npccny.org/training>. Visit <http://bit.ly/NPEExcel> to access the guidelines, readiness assessment, application clinics application.

NPCC  
NONPROFIT EXCELLENCE AWARDS

Now Accepting Applications

## INSIDE NPCC

### #Path2Excel Workshop: Excellence in Fundraising & Resource Development [RECAP]

The Nonprofit Coordinating Committee of New York has launched the revamped and streamlined application process for this year's Nonprofit Excellence Awards. NPCC offers a series of workshops available to member and nonmember nonprofit organizations to engage with and gain insight from past winners. Known as the Pathways to Excellence series, each workshop is based on one of the Eight Key Areas of Nonprofit Excellence.

The first workshop, held on Friday, April 8th, focused on Fundraising and Resource Development and featured a moderated panel discussion, practical exercise, discussion, and Q&A segment. The workshop panel included Neill Bogan, Director of Development and Communications of 2015 Gold Prize Winner, New York Common Pantry; Margie Sung, Member of the New York Common Pantry Board; and Jill Eisenhard, Executive Director of Red Hook Initiative. The panel was moderated by Judy Levine, Executive Director of Cause Effective.

How can board members act as ambassadors? How can the organization draw visitors and volunteers to become committed spokespeople and in turn fundraisers and resources for financial growth of your nonprofit organization? Which resource or resources is not being mined enough? The insightful panelists discussed the importance of cultivating relationships with volunteers to become major donors, contributors and board members. Visit <http://bit.ly/p2e48> to read full recap.

### The Needs Assessment Survey So Far...

In early April, The Nonprofit Coordinating Committee of New York (NPCC) launched its first-ever Needs Assessment Survey. The survey is designed to help NPCC understand what more can be done for its members and for organizations sector-wide. The responses gathered will help identify common trends and areas of concern relating to policy, government regulations, and management.

In under one month NPCC received 350 responses. Below are some interesting results from the survey so far:

- 34% of respondents said that they experienced an organizational crisis in the past 5 years. Leadership transition and financial instability appear to be the most common crises.
- The main barrier preventing organizations from engaging in policy issues is time.
- "Perceptions that nonprofits have inadequate resources" is the common response to the question about negative perceptions that have hindered a nonprofit's ability to work.
- Many respondents think ongoing professional development programs would be the most beneficial capacity-building service to their organization.
- Branding and marketing is listed as the biggest challenge in communications for nonprofits.

Human services and education organizations have been the predominant types of nonprofits responding to the survey so far. NPCC needs more information, especially from the fields not yet represented. Visit <http://bit.ly/NonprofitNeeds> to take the survey and have your voice heard!

## DID YOU KNOW?

Have you heard about the new "digital exhibit" showcasing 500 years of philanthropy? The new **History of Modern Philanthropy** website, launched by The National Philanthropic Trust, will cover the last 500 years of global philanthropy in century increments.

Visit [HistoryOfGiving.org](http://HistoryOfGiving.org) to explore the new exhibit.

## WELCOME NEW MEMBERS!

- CohnReznick LLP
- Filaid Foundation, Inc.
- Gateway Demonstration Assistance Corporation
- Girls Who Invest
- Image Impact International, Inc.
- Network 20/20
- Partnership for Palliative Care
- Quest: A community for Life-long Learning, Inc.
- Recovery Through Entrepreneurship Center
- Subway Cinema, Inc. DBA New York Asian Film Festival
- Sutton Place Parks Conservancy, Inc.
- The African-American Real Estate Professionals of New York, Inc.
- The Studio Museum in Harlem
- Young New Yorkers Chorus

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 grantmakers) 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  
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## How The Proposed DOL OT Regulations Could Affect Your Bottom Line

*-Joint Memo with Lawyers Alliance; written by Eric Hioffman and Sean Kim, Sidley Austin LLP*

The U.S. Department of Labor has recently proposed regulatory changes that, if adopted, could dramatically expand the population of employees entitled to receive overtime pay. The Fair Labor Standards Act (the "FLSA") is a long-standing federal law that established the basic minimum wage and overtime protections with which most people are familiar. In addition, state laws often set higher standards applicable to employees working in the state. Both New York and federal minimum wage and overtime laws have important exceptions for "exempt" employees, including for executive, administrative, and professional employees who receive a fixed salary (instead of an hourly wage).

Currently, New York law sets a higher minimum annual salary required as a prerequisite to the exemptions (\$35,100 under NY law versus \$23,660 under the FLSA). However, proposed changes to FLSA regulations would increase the minimum salary under the FLSA to \$50,440, with automatic increases to this threshold in future years based on market conditions. Given this proposed change, some employers will need to consider whether to reclassify exempt employees currently making less than \$50,440 in salary to non-exempt status. In making this decision, employers should consider whether the federal law applies to their operations as a whole or to a given employee (in most cases, the answer is "yes"), and whether it is feasible and advantageous to convert these employees to hourly pay with overtime or to raise their salary above the new threshold.

In some cases, the administrative burdens of tracking the time of the affected employees will outweigh the costs of increased salaries. Considerations of employee morale may also play a role. As executives and boards consider these issues, they should be mindful that there are no easy shortcuts here and that missteps can conceivably result in individual liability in some circumstances. Once the final rules are issued by in the coming weeks, employers will need to move swiftly to come into compliance, possibly as early as July 2016.

Visit <http://bit.ly/dolotnpccla> to read full memo jointly sponsored by NPCC and the Lawyers Alliance of New York and written by Eric Hoffman and Sean Kim, Sidley Austin LLP.

## How Can We Save The Puppies If We Can't Keep The Lights On?

New York City's nonprofit sector accounts for more than \$118 billion in annual expenditures, including \$33.6 billion in payroll expenses alone. With more than 600,000 employees, nonprofit organizations account for more than 18 percent of the city's total private workforce<sup>1</sup> yet they're struggling to stay afloat. While the nation's economy is in a state of recovery, nonprofits still face funding challenges, with surveyed organizations reporting that their top challenges are maintaining long-term sustainability and raising funds to cover overhead costs.

In February, The Human Services Council released a report which shed light on these obstacles nonprofits face to cover costs when funding for programs and deliverables do not always cover the indirect costs (e.g. training, IT systems and payroll). How can an organization serve its constituents and community if it can't train the staff or even pay someone to provide the services? This report prompted The New York City Council Committee on Contracts to hold a hearing on the impact and consequences of government contracts that do not cover the full cost of programs.

**"The nonprofit community in New York City employs hundreds of thousands of New Yorkers who are providing many services that we all rely on."**

*-Ian Benjamin, Board Chair of Nonprofit Coordinating Committee of New York*

Leaders from 25 organizations testified at the hearing chaired by Council Member Helen Rosenthal. Board chair of the Nonprofit Coordinating Committee of New York, Ian Benjamin testified at the hearing, stating succinctly that, "Nonprofits throughout the sector... face the same challenges as they work to achieve their mission in an environment of reduced funding, rising need, increased regulation and administrative burdens. Much nonprofit funding 'comes in the form of government contracts or restricted grants that virtually guarantee a deficit' and private funding supply is fixed and not likely to be able to bridge the gap." In this environment how can an organization sustain and grow while simultaneously managing ever-increasing need from the communities they serve?

(Con't on page 3)

## RESOURCES

### ◇ Closing the \$ Gap

#### Webinar

Claire Knowlton, Director in Advisory Service at the Nonprofit Finance Fund, led a webinar titled, "Why Funding Overhead Is Not the Real Issue: The Case to Cover Full Costs" addressing the challenge of meeting costs and closing the widening financial gap. To understand this issue Claire Knowlton, Director in Advisory Service at the Nonprofit Finance Fund, led a webinar titled, "Why Funding Overhead Is Not the Real Issue: The Case to Cover Full Costs".

Visit <http://bit.ly/1rrBzh4> to view webinar.

### ◇ Benchmarks X Report, M+R

Benchmarks X Report by M + R - gathers detailed information from 105 nonprofits, including performance metrics for email, web, social media, and more. It's designed to help you solve for X, whatever your program's unique X happens to be. Find out where your own program excels - and pinpoint the spots where you're falling behind.

Visit <http://bit.ly/24jOmb> to read full report.

### ◇ Fundraising Bright Spots: Beyond Fundraising Report, Klein & Roth Consulting and CompassPoint

Commissioned by the Haas, Jr. Fund, this report looks at 16 small, progressive organizations with strong, sustaining individual donor programs, and tackles the question: "What makes these successful groups different from other nonprofits that continue to struggle in their fundraising?"

Visit <http://bit.ly/1TGyltO> to read full report.

### ◇ 2016 CohnReznick Not-for-Profit Governance Survey, CohnReznick LLP

Nonprofits: Looking to protect against fraud, but don't know where to start? Please take a few minutes to fill out CohnReznick's 3rd Annual Not-for-Profit Governance Survey and gain insight through their research to see how you measure up against your peers. This short survey focuses specifically on the governance issues that affect most not-for-profit organizations. The collected data will be used to compile a full report which will help not-for-profit organizations better gauge their current governance practices against those of other participants. Visit <http://svy.mk/1X5jmlu> to take survey.

## INSIDE NONPROFITS

### (con't) How Can We Save The Puppies If We Can't Keep The Lights On?

There is a dangerous assumption that nonprofits should fill the financial gap by seeking other means of funding, be it through private funding and/or philanthropic grants. New York City Council Member Helen Rosenthal acknowledged the unfairness of how the government treats nonprofits stating: "the city would never say to a construction company, 'We're going to pay you \$35 million. Try to get philanthropy, foundations, or other jobs that you do to pay for the remaining \$5 million.'"

Communities and government rely on the effort of the nonprofit sector. To prevent financial distress or insolvency which will inevitably hurt the economy and the community government must act now to cover true costs of programs and ultimately, keep the lights on.

### How \$15 Minimum Wage Will Impact Nonprofits

On March 31st, Governor Andrew Cuomo signed the \$15 minimum wage plan into law which can potentially lift the earnings of an estimated 2.3 million New Yorkers. While this is a victory for the city's low-income population, how will it affect nonprofit organizations that struggle to meet indirect and programming costs?

According to the FY17 budget plan, the wage increase will be phased in between now and 2020 then continue to increase on an indexed schedule set by the Director of the Division of Budget and the Department of Labor. What is missing from the new budget plan is mention of Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards issued by the federal Office of Management and Budget.<sup>1</sup> This requires that agencies receiving and redistributing federal funds to nonprofit organizations pay an indirect cost rate of no less than 10 percent on contracts supported by federal dollars. These indirect cost rates have been negatively affecting nonprofits' bottom line and making it difficult to maintain their systems, infrastructure, facilities, and staff. Visit <http://bit.ly/1UtKoXQ> to see more details on FY17 state budget and statement via Human Services Council.

## OTHER OPPORTUNITIES

### ◇ Pace Encore Transition Program

Do you have a project that needs to get done but no one in your organization with the time to do it? Think about using the experience and ability of highly skilled encore talent - people in midlife and beyond who have completed management-level primary careers and now want to transition to work in the nonprofit sector. The Pace Encore Transition Program ([www.pace.edu/encore](http://www.pace.edu/encore)) has over 100 alumni, many of whom would be ready, willing and able to help your organization further its mission and goals. Classes begin June 6, 2016.

For more information and to apply contact [charris@pace.edu](mailto:charris@pace.edu) or visit <http://www.pace.edu/encore>.

### ◇ The Maurice Gurin Memorial Scholarship

The New York City Chapter of the Association of Fundraising Professionals is proud to offer a limited number of scholarships to Fundraising Day in New York. Funding for the scholarships is provided by members of the Association of Fundraising Professionals, who recognize the importance of developing professional skills in their field through training at the nation's largest single-day conference on fundraising. To qualify for a scholarship, an applicant must be currently employed by or volunteering for a 501(c)(3) organization and must live or work within the geographic boundaries of the New York City Chapter of AFP. Applications are to be postmarked on or before May 6th, 2016. For more information, contact FRD-NY management at 516-385-8122 or via email at [frdnyc@gmail.com](mailto:frdnyc@gmail.com). To apply, click here.

### ◇ Pro Bono Consulting Opportunity Available

PennPAC is seeking nonprofit applicants for its Fall 2016 roster of NYC consulting grants. Their six person teams provide 8-week, project based, strategic consulting engagements. PennPAC's University of Pennsylvania alumni volunteers perform engagements customized to meet your business needs. Applications and further information about PennPAC and typical projects can be found at [www.pennpac.org](http://www.pennpac.org). Applications are due by May 26 and selected projects kickoff in October 2016. Contact [nonprofits@pennpac.org](mailto:nonprofits@pennpac.org) with any questions.

Contact Heysha Nameri at [hnameri@npccny.org](mailto:hnameri@npccny.org) to list opportunities in the next issue of *New York Nonprofits*.

## WORKSHOP CALENDAR

### #Path2Excel Workshops

Each Pathways workshop is based on one of the **Eight Key Areas of Nonprofit Excellence** and will showcase panelists from our roster of 29 winning organizations over the last nine years, and a member of the 2015 Selection Committee as moderator.

#### Pathways to Excellence: Excellence in Governance

Wednesday, May 18, 2016

9:30 am - 11:30 am

<http://www.eventbrite.com/e/24331880309>

#### Pathways to Excellence: Excellence in Communications

Wednesday, May 25, 2016

9:30 am - 11:30 am

<http://www.eventbrite.com/e/24690517001>

### “Ban The Box” and Your Legal Obligations in Recruiting

Wednesday, May 4, 9:30am - 11:30am

Last October, New York City joined 100 other cities in 21 states in making it illegal to ask whether an applicant has been convicted of a crime before being granted an interview. The NYC Fair Chance Act or “Ban the Box” restricts these types of questions until after a conditional job offer has been made and imposes additional obligations on employers that choose to revoke the offer. This workshop will review the intricacies of the law and the rationale behind it. Most importantly, attendees will learn specifically how “Ban the Box” impacts their organization and the steps they can take to design a compliant recruiting process.

To register: <http://www.eventbrite.com/e/22917498856>

### Pro Bono: The Secret to Doing More Without A Budget [Webinar]

Thursday, May 12, 1:00pm - 2:00pm

What would your organization look like if you had access to the same services and resources as a for-profit company? Join the Taproot Foundation for this webinar on how pro bono service, or free access to talented business professionals, can change the game for your organization. Organizations that leverage the power of skilled volunteers regularly see huge returns, and often cultivate lasting relationships with committed volunteers. Find out what projects work well and which ones to avoid. By the end of the webinar, you'll be introduced to Taproot+, a simple, free online platform to access skilled volunteers for you and your organization.

To register: <http://bit.ly/1Z4wRQU>

### Grammar & Style: Getting Your Organization on the Same Page

Thursday, May 26, 9:30am - 11:30am

Do you know "that" from "which"? Whether to use the serial comma? How to punctuate dates and states? This fun, interactive workshop on grammar and style in the nonprofit workplace is designed to help individuals improve their own writing and move their organizations toward using standard style guidelines. Participants will gain answers to frequently asked questions such as when to hyphenate and use semi-colons; when to use "who" versus "whom"; and how to style double (M) dashes, state abbreviations, and numerals.

To register: <http://www.eventbrite.com/e/24116855163>

Unless otherwise noted these free workshops are open exclusively to NPCC Members and held at the NPCC office located at:

**135 West 36th Street, 15th Floor  
(Broadway/7th Avenue)  
New York, NY 10018**

*NPCC reserves the right to limit attendance to one person per organization. By registering for a workshop you are making a firm commitment to attend. If you must cancel, please provide at least 48 hours' notice so that someone else can take your place. NPCC is a scent-free environment. Please do not use scented products when attending a meeting here. Please be advised that, if you register for any of the above workshops, unless we hear from you otherwise, we will include you as part of our regular contact list. By enrolling in a workshop, you hereby: (1) give consent for NPCC to use your photograph or image in its print, online and video publications; (2) release NPCC, its employees and any outside third parties from all liabilities or claims that you might assert in connection with the above-described uses; and (3) waive any right to inspect, approve or receive compensation for any materials or communications, including photographs, videotapes, website images or written materials, incorporating photos/images of attendees.*

Please contact Programs Manager, Divya Desai at [d-desai@npccny.org](mailto:d-desai@npccny.org) with any questions and/or issues.