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MAY 2018



EDUCATION & TRAINING CALENDAR

All workshops are held at NPCC unless otherwise noted.

See our full [2018 workshop calendar](#)

6 Things You Can Do Right Now to Boost Your Board's Performance

Tues., May 8, 2018
9:30am - 11:30am
Area of Excellence: Governance

Change often takes months of planning, socialization, buy-in and execution. This session is designed for nonprofit executives and Board leaders who need their Boards to improve faster. Utilizing a highly-interactive learning style, this session will arm participants with innovative ideas and specific action steps that will accelerate your Board's performance today.

Key Takeaways:

- Understand specific approaches for optimizing Board performance right away
- Walk away with a specific action plan for improving their Board performance
- Experience renewed confidence that positive change in Board engagement is possible

This workshop will be presented by Robert B. Acton, Principal & Founder of Cause Strategy Partners and BoardLead.

[Register today.](#)

Revolution of Performance Management

Wed., May 9, 2018
9:30am - 11:30am
Area of Excellence: Human Resources

NATIONAL NEWS

NPCC Demands Delay of New Taxes on Tax-Exempt Organizations

As NPCC told you in our [March e-newsletter](#), as a result of the new federal tax law, nonprofit employers must now pay [Unrelated Business Tax Income \(UBIT\) on some fringe benefits](#), including on Metrocards and other "qualified transportation fringe benefits" (also known as commuter benefits). This will increase a nonprofit organization's expenses - especially since [the IRS has told conference participants that the tax is not just on the employer contribution, but also on the employee's pre-tax contribution](#). Another tax change requires nonprofits with business income to pay the tax on each separate "trade or business" and prohibits the blending of profits and losses across lines of business. Both technically became effective on January 1, 2018, with quarterly tax payments due on April 15 for many nonprofits. Unfortunately for all law-abiding nonprofits, the IRS hasn't told anyone which transportation benefits are taxable or what types of activities constitute a separate "trade or business."

Many questions must be resolved before nonprofits can know and manage their unexpected tax liabilities. Nonprofits have a right to insist that the government provide both the necessary official guidance for compliance and a reasonable transition period for nonprofits to develop the necessary record-keeping systems. We encourage you to join NPCC, the [National Council of Nonprofits](#), the [American Institute of Certified Public Accountants](#), the [American Society of Association Executives](#), and many other organizations in calling on the Treasury Department and the IRS to delay the new taxes unless and until the government provides clear guidance.

[Read NPCC's letter to the Treasury and IRS](#) demanding an immediate delay.

Here are two things you can do right now:

1) Go to the [IRS public comment form](#) and insist that Treasury and the IRS delay implementing the two new UBIT subsections until one year after Final Rules are promulgated. (Fill in the Form/Instruction/Publication Number line with "Form 990-T." Here is sample language you can use for the comment box:

"For legal, policy, and practical reasons, and consistent with established precedent, Treasury and the IRS should immediately delay implementing the two new UBIT subsections, retroactive to January 1, 2018, until one year after Final Rules are promulgated to provide both the necessary official guidance for compliance and a reasonable transition period for nonprofits to develop the necessary record-keeping systems."

2) Share the comments you submit and the questions you have about the new taxes with our [colleagues at the National Council of Nonprofits](#) so we collectively can work to get clear answers for you and all nonprofits. [Click here](#) to read NPCC's comments.

Census 2020 to Include Citizenship Question

The 2020 decennial census questionnaire will ask individuals whether they are U.S. citizens. This controversial question has not appeared on the questionnaire since 1950. Nonprofits and others working to promote a full and complete census have expressed concern that the citizenship question could create fear among non-citizens that the government will use the responses (or non-responses to certain questions) as an excuse to take actions against individuals. That fear could [depress the number of responses from immigrants](#) and residents, producing an undercount disproportionately affecting those populations. The New York Attorney General said the question "will create an environment of fear and distrust in immigrant communities that would make impossible both an accurate census and the fair distribution of federal tax dollars." Officials in at least 12 states, including New York, have [indicated they will pursue legal action](#).

Census data is used in about 300 federal programs to determine where more than \$800 billion in federal funds are allocated every year. For undercounted areas, this could mean cuts to funding for critical programs. These challenges put more pressure on nonprofits, [state and local governments](#), and businesses in those areas to do even more to meet those real needs without their fair share of federal support. For more information, and to learn how to get involved, visit the Council of Nonprofits' webpage on the [U.S. Census 2020](#).

Public Service Loan Forgiveness (PSLF)

The federal omnibus spending bill provided an additional \$350 million in funding to PSLF despite the program being targeted for elimination by some in Congress. PSLF provides individuals debt cancellation for employees who work for 10 years in the public sector (including at charitable nonprofits) [while making payments](#) on their student loans.



Download this month's issue in PDF format.

WELCOME NEW MEMBERS!

- Ballroom Barks
- Captain A - Fighting the War on Cancer Inc.
- Children's Haven: A Place of Healing & Hope, Inc.
- Kunhardt Film Foundation, Inc.
- The Lighthouse Opera Company
- Met Council Research and Educational Fund, Inc.
- New York City Volunteer Organizations Active in Disaster
- Special Citizens Futures Unlimited
- United Asian Appeal
- Vanguard Insurance Agency

RESOURCES

Podcast on Tax Law Implications for Transportation Benefits

Following [new guidance](#) from the IRS regarding the tax treatment of transportation benefits provided by nonprofit employers to their employees, [Rick Cohen](#), CCO/COO of the National Council of Nonprofits, and [Mike Sorrells](#), Nonprofit Tax Director for [Tate and Tryon](#), discuss what these changes mean for nonprofits and their employees and the steps many nonprofits should be taking now that could result in new tax liabilities in 2018.

[Listen](#) to the podcast.

Denham Wolf Experts Talk Real Estate Decision Making for Nonprofits

Real estate firm Denham Wolf has 20 years of experience working with clients from Ifetayo Cultural Center to the Robin Hood Foundation to facilitate the kinds of transactions that

During this session, we are going to explore the evolution from traditional performance management to agile performance management. Studies indicate that once a year performance review isn't getting the best from the employee for the organization. The preferred method would be a continuous review that take place throughout the year on an ongoing basis. Although daunting, we will discuss small steps you can take to include near-term objective setting, regular one-on-ones or check-ins, coaching, and real-time feedback into your performance management system all while using online-based tools and aligning individual goals to organizational goals, values, and culture.

Key Takeaways:

- Learn how to start a performance management analysis process
- Have a road map of the areas that should be explored when revamping a performance management system
- Have a better understanding of how to align a performance management process with their organizational goals, values, and culture

This workshop will be presented by Diana Gallardo-Laska, Vice President of HR Services at Kiwi Partners Inc.

Register today.

Outcome Measurement: Key Strategies to Measure Your Impact

Tues., May 15, 2018
9:30am - 11:30am

Area of Excellence: Results & Impact

An organization's ability to understand, measure, and communicate about its impact is more important than ever. Funding depends on it. So does internal decision-making. Yet many nonprofits still struggle with outcome measurement. Struggle no more! This workshop will cover what outcome measurement is (and what it is not), offering practical steps you can take right away.

Key Takeaways:

- An understanding of key outcome measurement terms and concepts
- The ability to differentiate and see the relationship between outcomes, outputs and indicators

This is an important benefit for employees deciding to work in the nonprofit sector! For more information, see NPCC sister organization CalNonprofit's [Nonprofit Student Debt Project](#) and [The Coalition to Preserve PSLF resources](#).

Work Requirements Executive Order

President Trump signed an [Executive Order](#) in April directing federal agencies to enforce or add [work requirements for public assistance](#) programs such as Medicaid and the Supplemental Nutrition Assistance Program (SNAP), commonly known as food stamps. Agencies must submit recommendations within 90 days.

Supreme Court Loosens Interpretation of FLSA Overtime Rules

From our friends at the [National Council of Nonprofits](#): The U.S. Supreme Court [issued an opinion](#) earlier this month holding that the Fair Labor Standards Act (FLSA) exemptions from overtime would no longer be "narrowly construed" against employers seeking to classify employees as exempt from overtime. The FLSA requires most employers to pay workers one-and-a-half times their usual rate of pay when they work more than 40 hours in a week unless they are "exempt" from the overtime requirement. The FLSA exempts employees who are paid on a [salary basis](#) at not less than \$455 per week (\$23,660 per year), and meet the duties test as an [executive, administrative, or professional](#) employee. Early analysis of the Supreme Court case suggests that nonprofit employers may have more flexibility in [classifying workers](#) as exempt, but should confer with professional advisors.

INSIDE NPCC

NPCC and CRE Partner for Nonprofit Leadership Program

NPCC and [Community Resource Exchange](#) (CRE) have teamed up to provide a six-month program for emerging nonprofit leaders with four workshops on scenario planning, government budget, policy, and advocacy processes, managing staff in changing times, and nonprofit legal obligations as new funding priorities change. The program includes peer-learning and technical assistance that leaders need to make informed decisions, pivot where needed, and guide their organizations toward long-term health to better serve their communities.

Thanks to the support of American Express, with additional support from Deutsche Bank Americas Foundation and Rockefeller Brothers Fund, this program was free to NPCC members and is valued at \$2,500 per participant. We received 80 applications for 20 spots, and congratulate the following NPCC members that will be a part of this exciting program:

- 826 NYC
- FABSCRAP
- Groundswell Community Mural Project
- LifeWay Network
- Navy League New York Council
- Piatigorsky Foundation
- STOKED Mentoring
- The Interfaith Center of New York

INSIDE NYC NONPROFITS

Personal Event Schedule Changes

New York City Council Intro [1339-A](#) goes into effect on July 18, 2018, and requires an employer to allow employees to take two temporary schedule changes per calendar year--including paid time off, remote work, changing work hours and unpaid leave--relating to a caregiving emergency, a legal proceeding or hearing for subsistence benefits, or any circumstance that would constitute a basis for permissible use of safe time or sick time under chapter 8 of title 20 of the administration code.

Combined Federal Campaign Contributions May Decrease

[Combined Federal Campaign](#) (CFC) contributions may decline because of unexpected distribution fees. CFC Director at the Office of Personnel Management released a [memo](#) stating "Based upon campaign costs and pledges, the distribution fees assessed for the 2017 campaign are 16.5 percent." This additional expense will reduce the contributions received by nonprofits participating in the campaign.

IN CASE YOU MISSED IT

Intellectual Property and Licensing

On March 20, 2018, NPCC in partnership with NYLPI and Morrison & Foerster LLP presented a workshop on intellectual property and licensing. The intellectual property of a nonprofit can be one of its most significant assets, so securing it is critical. Common issues that arise include protecting names and logos, copyrights, patents, trademarks, publicity rights, social media, and more. The workshop provided an overview of major forms of intellectual property, helped participants gain an understanding of their nonprofit's rights and liabilities, and offered practical tips for implementing rules, best practices and protections for their organizations. [Click here](#) to read takeaways from the session.

STAFF & BOARD FEATURE

Welcome Kelly McLain, NPCC's Communications Coordinator

Kelly McLain joined NPCC in April 2018.

help house programs. Co-Presidents Jon Denham and Paul Wolf recently spoke with New York Nonprofit Media to offer guidance on nonprofits making real estate decisions.

[Listen](#) to the podcast.

PennPAC Call for Applications

Is your nonprofit in need of strategic consulting, but doesn't have a budget to hire a consulting company? Since 2011, PennPAC (University of Pennsylvania Pro bono Alumni Consulting) has been providing nonprofits with pro-bono strategic consulting from experienced UPenn alumni. Projects typically address key areas such as: growth planning; marketing strategy; communications/messaging strategy; and funding strategy. PennPAC works closely with clients to create a realistic 8-10 week project plan and ends with a final set of recommendations. Applications are now being accepted for projects that will run October through December. The deadline to apply is May 25. Visit their [website](#) for more information or to apply.

Work With an MBA Fellow This Summer to Help Address Your Organizational Needs

[Inspiring Capital](#), a NY-based B-corp focused on social impact learning, development and consulting, has social impact fellowships wherein fellows consult for impact-driven organizations. The fellows are students from top MBA programs around the country, or women who have been out of the workforce and looking to get reengaged.

For its MBA Social Impact Fellowship, Inspiring Capital pairs fellows with social/environmental impact consulting gigs over their summer. Ranging between \$12,000-\$18,000 in costs, the fellow consults for 4 out of 5 days in the week; on the fifth day, Inspiring Capital retains them for programming, training and development. Topics range from: diversity/equity/inclusion, to impact investing, to sustainability as a competitive advantage, and everything in between. There are 10-12 Fellows coming to New York City this June - August, and Inspiring Capital has a few spots left

- Strategies to develop meaningful, appropriate, and practical measures for your outcomes

The workshop presenter is Laurel Molloy, Founder & Lead Consultant at Innovations Quantified.

[Register today.](#)

Why Your Nonprofit Isn't Getting Any Media Traction - And What You Can Do About It

Thurs., May 17, 2018
9:30am - 11:30am

[Area of Excellence:](#)
Communications

With more than 90,000 nonprofits of all types in New York State, getting your story out through the media can be daunting. Many small nonprofits fail to get their voices heard when up against larger venues with bigger budgets and more PR resources. But there are steps nonprofits can take to get on the media's radar. This workshop will feature a panel of three NYC-based media outlets offering insight into how nonprofits can pique interest - and get their stories covered. The panel will be moderated by Jeff Simmons, EVP at Anat Gerstein, Inc., and a former NYC television and print journalist. Attendees should come with at least one story idea they are struggling with - or wish to flesh out, and will leave with concrete ideas on how to map out a strong media strategy to achieve their communications goals.

Key Takeaways:

- Why some stories work - and others don't
- How - and when - to approach different media outlets
- How to show, not tell, your stories
- How to generate stories that appeal to the media

This workshop will be presented by Jeff Simmons, Executive Vice President of Anat Gerstein, Inc. along with a panel of experts.

[Register today.](#)

Multi-Year Financial Planning & Strategy

Wed., May 30, 2018
9:30am - 11:30am

[Area of Excellence:](#) Financial Management

This workshop will assist organizations in developing multi-year financial projections as part of a their long-term planning process. The program will include an introduction to an Excel-



In her role as Communications Coordinator, Kelly works with the team to development and implement communication strategies that promote NPCC's training and education, knowledge management, membership programs, and movement building work. Prior to joining NPCC, Kelly managed marketing and public relations for Boys & Girls Clubs of San Francisco. Kelly holds a B.A. in Journalism and an M.A. in English from the University of Alaska Anchorage.

MEMBER FEATURE

14 NPCC Members Chosen for BoardLead

NPCC members took advantage of a new member-only benefit to apply for [BoardLead](#). These members, chosen through a competitive application process, are receiving full sponsorship to be matched with trained and supported Board members from Google, JPMorgan Chase, BlackRock, Capital One and Macquarie Group. BoardLead strengthens social good organizations by recruiting, placing, training and supporting talented professionals from top companies for high-impact board service. The 14 member organizations are receiving a service valued at \$7,500 and include:

- BEAM (Bridge to Enter Advanced Mathematics)
- Brooklyn Bar Association Volunteer Lawyers Project
- Cause Effective
- Chhaya Community Development Corporation
- Council on the Environment
- Day One
- Friends of Karen
- Girl Be Heard Institute
- Hebrew Free Loan Society, Inc.
- Lineage Project, Inc.
- New York City Children's Theater
- Piatigorsky Foundation
- Riverstone Senior Life Services, Inc.
- Service Program for Older People, Inc.

Congratulations to those chosen. NPCC members should be on the lookout for future partnership opportunities with BoardLead!

NPCC Member Recipients of \$500,000 Community Progress Makers Fund

The Citi Foundation announced that 40 nonprofit organizations have been selected as recipients of the 2018 [Community Progress Makers Fund](#). The \$20 million grant initiative supports visionary nonprofit organizations to help them roll out new approaches to long-standing urban economic challenges in six cities: Chicago, Los Angeles, Miami, New York City, San Francisco Bay Area and Washington, D.C.

Each Community Progress Maker will receive \$500,000 in core operating support and access to technical assistance and a learning community. In New York City, four NPCC members were named as Community Progress Makers and recipients of the fund, including:

- Cypress Hills Local Development Corporation
- Start Small Think Big
- The HOPE Program
- WHEDco

[View](#) the full list of recipients.

FUNDING OPPORTUNITIES

New York State Health Foundation Launches Patients as Partners RFP

The New York State Health Foundation (NYSHealth) is pleased to launch a Request for Proposals (RFP) to support projects that seek system improvements, practice innovations, or policy reforms designed to benefit and empower patients and consumers. This RFP is open only to organizations based in New York State. They allow applicants to partner or subcontract with a non-New York-based organization if it offers resources and expertise beneficial to the project. Through this RFP, awards of up to \$250,000 will be granted to up to six organizations for New York-targeted projects spanning one to three years. Applicants must first complete an online letter of inquiry form by May 16, 2018.

Citi Foundation Launches RFP for \$4.5MM Youth Workforce Fund

The Citi Foundation invites leading youth-focused community organizations to submit their innovative ideas for connecting low-income young adults, ages 16-24, to workplace skills training and employment opportunities including full-time jobs, internships and apprenticeships. For more information on the Fund's eligibility requirements and to apply, visit the [Youth Workforce Fund website](#). The deadline to apply is May 23, 2018 at 4 pm.

Moody's Foundation Releases Reshape Tomorrow™ RFP

Moody's Foundation is seeking proposals from best-in-class nonprofits that support individuals to grow their small businesses.

for nonprofits to partner with them and define a specific project to be completed. For more information, contact Social Impact Consulting Manager, Eyra, at eyra@inspiringcapital.ly.

POSTINGS & ADS

NPCC Space Ads

Do you need to rent a meeting, office or event space? Do you have space to rent? NPCC connects you through our [Space Ads](#). These 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.



Office Space Available
Building Space Available



Meeting Space Rental



Office Space Wanted

based tool aid in financial planning and model development. The workshop will introduce attendees to:

- Translating programmatic goals into operational strategies
- Understanding and quantifying key operational cost drivers, including personnel costs, OTPS costs, and capital costs
- Projecting cost growth over time based on documented assumptions
- Determining impact of multi-year plans on organizational financial health and reserves
- Modeling alternative scenarios based on different assumptions
- Understanding risk areas and implementing mitigation strategies
- Strategies for monitoring and course correction

Key Takeaways:

- Translating programmatic goals into operational strategies
- Determining impact of multi-year plans on organizational financial health and reserve
- Projecting cost growth over time based on documented assumptions
- Understanding risk areas and implementing mitigation strategies

This workshop will be presented by Gina McDonald, Lead Consultant at FMA.

[Register today.](#)

Becoming a Nonprofit Risk Leader: Being Strategic About Risk

Thurs., May 31, 2018
9:30am - 11:30am
[Area of Excellence: Governance](#)

Risk is part of every nonprofit's landscape. Being strategic involves grappling with the upsides and downsides in order to decide what actions to take. Taking positive risk fuels growth and innovation. Preventing or mitigating negative risk strengthens capacity. Ignoring either can mean lost opportunities or even worse.

This session will be valuable to senior nonprofit leaders with overall responsibility for managing their organizations. The workshop will explore systematic ways to identify and respond to strategic risks, from new business opportunities to changes in the external environment to financial concerns. This will be done through interactive conversation and exercises among the participants.

[The RFP process begins with a quiz to determine eligibility](#) for funding. If your organization is eligible, you will have the opportunity to submit a proposal for consideration to Moody's Foundation. Applications are due by May 31, 2018 at 5 pm. [Learn more](#) about Moody's RFP process and review the guidelines.

OTHER OPPORTUNITIES

Preparing Human Services Organizations to Operate Following Disaster

*Human Services Council
May 15, 2018 from 8:30AM - 3:30PM
130 East 59th Street, Room 706/708, New York, New York 10022*

HSC will be hosting a workshop to help members prepare to operate following a disaster. In the event of a disaster, human services organizations are sorely needed to continue supporting the populations they serve and to assist those impacted by the event. It is imperative that human services organizations are equipped to quickly rebound from disasters and direct their energies in ways designed to achieve maximum effect. View [HSC's Eventbrite page](#) for more information and to RSVP.

Strengthening Through Innovation and Inclusion: 2018 SINFPA Conference

*Staten Island Not-for-Profit Association
May 16, 2018 from 8AM - 5PM
Hilton Garden Inn, 1100 South Avenue, Staten Island, NY 10314
[SINFPA members \\$75; Non-members \\$95](#)*

Staten Island NFP Association's 2018 Conference will focus on a range of topics: from creating racial equity and opportunity in your organization, to engaging new donors, and engaging corporate volunteers. The sessions promise to be interactive and engaging. This full day conference is open to both SINFPA members and non-members. [Visit](#) their website to register.

Stanford Social Innovation Review's Frontiers of Social Innovation

*Stanford University
May 21, 22, 2018
[Members receive a 30% discount code: NPCCFSI18](#)*

For two days every two years, Frontiers brings together senior leaders from around to discuss, debate, and develop solutions that address the most pressing global challenges, and explore emerging forces impacting the world and society. Not simply a traditional, passive, one-way conference, Frontiers is built on the tradition of peer-to-peer learning that is a hallmark of SSIR. Several of the topics we plan to explore this year surround concepts of global equity and inclusiveness, the interplay of emerging technologies and democracy, systems thinking and scaling, and social entrepreneurship. [More information](#) about the Frontiers conference can be found on their website.

Key Takeaways:

- A framework for strategic risk
- Common types of strategic risks, both positive and negative
- How to use environmental scanning for early identification of strategic risks
- How to use scenario planning to grapple with strategic risks after they have been identified

This workshop will be presented by Wendy Seligson, Founder and Principal of Wendy Seligson Consulting.

[Register today.](#)

New York Nonprofits is a monthly publication of the Nonprofit Coordinating Committee of New York, Inc. (NPCC). Editor: NPCC Communications Coordinator. For information or questions about the enewsletter email info@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 1,750 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 us at info@npccny.org.

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