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TRENDING



Recapping #Path2Excel: Excellence in Governance

In conversations about boards, we inevitably gravitate towards the "F" words - finance and fundraising. But an effective board's role and responsibilities go far beyond a fiduciary one. At the "[Pathways to Excellence in Governance](#)," a panel discussion moderated by Ann Marie Thigpen, [America Needs You](#) and [Graham Windham](#) discussed major components of board governance and shared their best practices in five areas under the umbrella of governance. Here are few key takeaways: (can't on page 2)

INSIDE NONPROFITS

Nonprofits Could Soon Be Exempt From Donor Disclosure

There is no reason we should require charities to expend valuable resources to compile and send any more information than the IRS needs to do its job. We're not changing the law, just eliminating the requirement to file an extra form the IRS doesn't need anyway.
-Rep. Peter Roskam

The House on Tuesday passed a bill that would bar the Internal Revenue Service from forcing tax-exempt nonprofit organizations to disclose the identities of their contributors to the IRS. Introduced in April by Rep. Peter Roskam of Illinois, the bill amends Internal Revenue Code of 1986

to waive the requirement of donor information (e.g. name, address) in annual returns. "Opponents of the bill fear it will reduce transparency of foundations and donors as well as limit the IRS' ability to enforce tax laws.

NY Women's Foundation Announces 'The Young Women's Initiative'



Started in New York City, with the New York City Council, the Young Women's Initiative, is the nation's first-ever cross-sector campaign that will close the disparities that young women of color experience and ensure equal opportunity. Created with the leadership of young women of color and community leaders

at the center, it brings together other advocates, researchers, policy experts, philanthropy, and government. Visit <http://bit.ly/29Lww3h> to read full announcement.

WELCOME NEW MEMBERS!

- American Friends of the Royal Naval Museum Inc.
- Da African Village
- New American Leaders Project
- Rockaway Youth Task Force
- The Art Students League of New York
- The Eagle Academy Foundation, Inc.



Office Space Available
Building Space Available

Space wanted/space available ads are solely for 501(c)(3) nonprofit organizations with office space available (full-time occupancy only), those seeking office space, or those with meeting or conference space for rent in the New York City area. There is no charge for this service for NPCC members and non-members must pay a nominal fee to post an ad.

To view available spaces, visit <http://npccny.org/spaceads>.

MEMBER FEATURE

CRE Announces 2016 CRE Rising Fund Awardees

Community Resource Exchange (CRE) announced the five nonprofit awardees of the CRE Rising Fund, a pro bono consulting initiative now in its second year. The awardees cover a broad range of impact areas, from services for Muslim women and children and the LGBTQ community, to entrepreneurship and emerging technology education programs. Each will each receive customized consulting services from CRE to strengthen their organizations and serve their communities more effectively. The consultation projects will kick off in July, starting with a needs assessment period between CRE and the awardee. Visit <http://bit.ly/29IUW3S> to view full press release.

(Member Features can't on page 3)

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.
 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.

Board Officers:

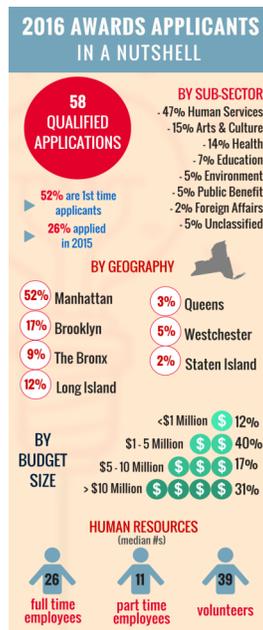
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 Vice Chairs: Robert Acton, Joyce M. Bove, Richard Burns, Gregory Cohen, Barbara Schatz
 Treasurer: Charlene Laniewski
 Secretary: Merble Reagon

Board Members:

Victoria Bailey, Diana Davenport, Leslie Goldman, Ronda Kotelchuck, Patricia Kozu, Antoinette La Belle, Larry Lee, Sheila Lewandowski, Roland Lewis, Carolyn McLaughlin, Tuhina De O'Connor, Karen Pearl, Michael Seltzer, Emily Smith, JoAnn D. Smith, Richard Souto, Sarah (BJ) Sung, Stephanie Thomas, Eileen Torres, G. Robert Watts, Jo-Ann Yoo; Sharon Stapel, President ex officio
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Nonprofit Excellence Awards Applicant Pool in a Nutshell



The 2016 New York Community Trust Nonprofit Excellence Awards are underway in partnership with The Trust and Philanthropy New York, sponsored by WNYC, and supported by The Clark Foundation and RSM US.

The Awards provide applicants with an in-depth review of their management practices in [Eight Key Areas of Nonprofit Excellence](#) that are nationally-recognized. The expert Selection Committee is working hard to evaluate this year's applicant organizations. These 58 organizations are eligible to learn from the Selection Committees' detailed feedback, and winners will receive \$60,000 in prizes, scholarships for the Executive Education Programs in Social Enterprise at Columbia Business School, mentions on WNYC...and let's not forget bragging rights!

Ten semifinalists will be announced early next month. This year's applicants represent the broader New York nonprofit community, varying in mission and size, from all counties across the five New York City boroughs, Long Island, and Westchester. Our infographic shows a detailed breakdown of the pool.

Diverse Boards: Moving Beyond Rhetoric Panel - Recap

On Tuesday June 21, NPCC and [Philanthropy New York](#) held a joint panel titled "[Diverse Boards: Moving Beyond Rhetoric](#)." This panel delved deeper into the diversity and inclusion conversation that was featured during NPCC's Annual Meeting this past March. The goal of this panel was to move beyond the rhetoric and the understanding that diversity and inclusion are important for a board, and for the institution at large, and engage key stakeholders in tangible methods and practices on how to actually build inclusive and diverse practices into their organizations.

This panel was moderated by Tanya Odom, featured opening conversation between NPCC's President, Sharon Stapel, and Philanthropy New York's President, Ronna Brown, and a panel discussion with Kimberly Harris of America Needs You and Jamie Mayer, a board member of the Nathan Cummings Foundation.

(con't on page 3)

(con't) Recapping #Path2Excel: Excellence in Governance

Board Engagement

Understand what the board needs from the organization and from the executive team. Create a meaningful experience for board members by developing and encouraging an environment where board members can do what they enjoy and are good at. Ensure that the board knows the difference between governance and management.

Staff and Board Relationships

Build a culture where staff and board members have an interactive, yet appropriate relationship. Create situations where the board and staff can engage, work together, and have healthy discussions.

Fiduciary Oversight

The board should understand both the business model and the mission. They should be asking "Are we going to balance the budget?", but also "How are we servicing our clients?". The board should be thinking about long term plans and making bold decisions with the right level of risk.

Board Fundraising

Reduce the board's fear around fundraising. Have

development staff be a clear, accessible resource to board members in order to ease the burden of fundraising on them.

Board Diversity

Incorporate both demographic and professional diversity on your board. This may mean reevaluating your give/get policy to include groups who have a lot to offer but can't afford to give the minimum. Consider non-governing boards (i.e. junior or advisory boards) or impact committees focused on key projects.

In closing, transparency and communications between your board, staff, and leadership are key to effective governance. Organization leaders should create a culture of accountability ensuring board members take their roles seriously and understand and meet expectations. At the same time, your board is a group of volunteers who are investing their time, money, thoughts, and networks in the organization, so treat them as valuable stakeholders. And always remember, a good board is a victory, not a gift.

RESOURCES

Accessible and Inclusive Restrooms

Two important resources offering best practices that ensure that ALL employees, including transgender staff, have access to appropriate restroom facilities.

- * **Guide to Restroom Access for Transgender Workers** - The Department of Labor's (DOL) Occupational Safety and Health Administration (OSHA)
<http://bit.ly/29gXG1k>
- * **Transgender Employees and Restrooms in the Workplace: What Every Nonprofit Employer Needs to Know** - Venable, LLP
<http://bit.ly/29fUen1>

2015 Nonprofit Compensation Report Guidestar

The GuideStar Nonprofit Compensation Report remains the only large-scale nonprofit compensation analysis based entirely on IRS data. This authoritative report gives nonprofits the information they need to establish appropriate compensation and demonstrate to grantmakers, oversight agencies, and individual donors that the salaries and benefits they offer are justified. Visit <http://bit.ly/29LHHJl> to view full report.

New Budgeting and Fiscal Management Tools at Strongnonprofits.org FMA

FMA and The Wallace Foundation have worked together for several years to develop and maintain a suite of fiscal and operational tools for nonprofits. Check out this free resource for all nonprofits with worksheets, templates, a program-based budget builder, and more! Visit Strongnonprofits.org.

Investing for Nonprofits Survey Meritam

This survey is to help investment advisors at Meritam understand the challenges that nonprofits face in investing their endowments and other financial assets. All responses are confidential. The survey will take no more than 10-15 minutes to complete. Visit <http://bit.ly/29ujGKs> to take the survey.

INSIDE NONPROFITS

(con't) Diverse Boards: Moving Beyond Rhetoric Panel - Recap

Sharon and Ronna both highlighted the absolute importance of diversity and inclusion in having healthy, vibrant mission-strong organizations within the entire nonprofit sector and acknowledged that everyone in the room understands this. Sharon brought up the fact that diversity and inclusion is one of NPCC's Eight Areas of Excellence, and has been an area of underperformance, so it is one of NPCC's goals to strengthen nonprofit management in this area. Key takeaways from their opening discussion were that (1) truly building inclusive and diverse practices requires us to be courageous and take risks that put us outside of our comfort zone - i.e. looking outside your normal networks - because our networks tend to be homogeneous - and talk to people you don't know; (2) we need to build pipelines and engagement strategies to connect community to leadership and boards so that we don't just appoint someone to fill a void, and then not further engage them or bring them into the work; and finally (3) building diversity and inclusion is never something that can just be "finished." As Ronna Brown noted, "it is something that your board will always think about."

Tanya Odom noted that this work requires honesty and courage because there will be disruption to your normal ways of doing business and bringing in change, which can be scary, but is very necessary. She noted that self-reflection by a board is key to ensuring that we bring in people intentionally and support them continuously.

She also called out the implied biases that pervade this work such as talking about needing "qualified" candidates only when recruiting diverse candidates, or assuming that women and people of color cannot also be high net worth or are considered not to have enough "gravitas" and also the conflation of confidence with competence - assuming someone's presentation is all that they are.

The opening conversation then concluded with some Q/A from the audience and then the audience was broken up into small groups to share their successes and their mistakes regarding board diversity and inclusion which then they would bring back to the group at large. Some of the comments that were brought up highlighted the need to also consider class when we think about diversity, because of power imbalances, and the root causes of inequity; the need to have guidance or education for boards around this issue, and challenges with building intentional and effective pipelines to leadership. Visit <http://bit.ly/29u9Fgn> to read more.

MEMBER FEATURE

NYN Media's 2nd Annual 40 Under 40!

[New York Nonprofit's 2nd annual 40 Under 40](#) celebrates 40 Rising Stars in the nonprofit world under the age of 40. Congratulations to the stars at NPCC Member Organizations:

- Marc Climaco, Ford Foundation- FUNDER
- Kevin Douglas, United Neighborhood Houses
- Kimberly A. Harris, America Needs You
- Joshua Hoffman, Brooklyn Legal Services Corporation A
- Mike Hollis, Services for the UnderServed
- Kelly Lennon-Martucci, Henry Street Settlement
- Katie Leonberger, Community Resource Exchange
- Jess Lopez, New York Cares
- William Miller, The Catholic Charities of the Archdiocese of New York
- Sarah Nannery, Goodwill Industries NYNJ
- Jill Poklemba, The Fortune Society
- Alexis R. Posey, Federation of Protestant Welfare Agencies
- Kristina Reintamm, Brooklyn Community Services
- Alex Rodriguez, United Way of New York City
- Amanda Saake, Center for Rehabilitation & Recovery, The Coalition of Behavioral Health Agencies
- Jose Luis Sanchez, Citymeals on Wheels

Vivian Nixon and CCF Helps Women With Criminal Convictions Get A Second Chance

Featured in Bustle.com, Vivian Nixon shares her experience as Executive Director of College & Community Fellowship - an organization that helped her when she left prison. CCF's academic program helps previously incarcerated women to attend and graduate college. Visit <http://bit.ly/29uh0g5> or search Bustle.com to read full feature.

#UJASummerfest Raises over \$2 Million

On June 15th, UJA Federation held their annual Summerfest Concert featuring The Fray and recognized Stacy Hoffman of Great Neck, NY, with the prestigious Robert S. Boas Award for philanthropic and community leadership. The event raised over \$2 Million to support programs like Supplies for Success, which provides backpacks

OTHER OPPORTUNITIES

Working Effectively with Outside Counsel: What Every Nonprofit Should Know [Webinar] - Venable, LLP

Monday, July 11

12:30pm - 2:00pm

Whether or not your nonprofit has in-house lawyers, the complex array of today's legal, financial, and other risks as well as opportunities for new growth and revenue streams requires the use of outside counsel. The breadth and depth of outside legal experience is simply not a luxury most nonprofits can do without. But not every engagement of outside counsel is the same, and there are countless tricks of the trade that can create much more value for your organization in these engagements.

Visit <http://bit.ly/29jEBAO> to register for the webinar.

White House Fellowships

White House

For those interested in competing for an opportunity to serve at the highest levels of government, consider submitting an application to become a White House Fellow. White House Fellowships offer exceptional Americans first-hand experience working at the highest levels of the Federal government. Founded in 1964, the President's Commission on White House Fellowships is the nation's most prestigious program for leadership and public service. After a competitive application process, selected individuals spend a year in Washington, DC working as a full-time, paid Fellow to Cabinet Secretaries, senior White House staff, and other top-ranking government officials. Applications are due in January of each year, and those selected begin serving as Fellows the following September. To learn more visit <http://www.whitehouse.gov/participate/fellows>.

Human Resources Boot Camp for New York Nonprofits - Pro Bono Partnership & Jackson Lewis

Sept 23, 8:30am - 4:00pm

Join Pro Bono Partnership and Jackson Lewis PC for this one-day, in-depth review of the employment laws and regulations affecting human resources management. Topics include risk management, discrimination, hiring process, and more. Visit <http://bit.ly/29kygID> for more information and to register.

WORKSHOP CALENDAR FOR JULY - (Visit npccny.org/workshop for view full calendar)

Labor and Employment Issues: New Overtime and Independent Contractor Rules

Thursday, June 21 9:30am - 11:30am

A variety of labor and employment changes are projected to have an impact on the nonprofit sector. Effective this summer, the Department of Labor will be changing the definition of which employees will be exempt from overtime payment. The government has been pushing to restrict the use of independent contractors (consultants), and New York's minimum wage was recently raised to \$15/hr, to be implemented over a few years. This workshop will discuss how these changes may impact the nonprofit sector, as well as other new developments in wage legislation.

To register: <http://www.eventbrite.com/e/25744568698>

Healthcare Market Update

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

Now that we are half way through 2016, come learn about the latest updates and trends in the health insurance market. We will be discussing topics to bring you up to speed on what you need to know and prepare you for what to expect the rest of this year. Further delays of the ACA, change in the small group definition, new networks, and the latest benefits strategies are a few of the topics you will hear about during this session. In addition, you will receive a sneak peek into 2017.

To register: <http://www.eventbrite.com/e/25994342779>

Unemployment & HR Liability Control 101 - Just for NY Nonprofits

Thursday, July 26 12:00pm - 12:30pm

With \$35 million in potential unemployment liability mitigated last year for over 2,100 nonprofits, it's likely that your nonprofit could be overpaying. This short 30-minute webinar reveals some of the most common unemployment & HR risks that can cost your nonprofit thousands of dollars. After identifying the risks, this webinar reveals UST's top recommendations to combat these issues. Webinar is recommended to nonprofit executives, director and HR staff with 10 or more employees.

To register: <http://bit.ly/29fYPWj>