

2024 ANNUAL REPORT

**NONPROFIT
NEW YORK**

A relentless,
collective
force for good.



**Rooted In Community:
Thriving Together on Tough Terrain**

2024 ANNUAL REPORT

Table of Contents

2	A Message from Lisa and Jacqui
3	Supporting the Sector
5	Rallying the Nonprofit New York Community
8	Membership
9	Financial Statements
10	Supporters, Event Sponsors, and Contributors
11	2024 Board of Directors and Staff
12	Notes



“The practice of hope allows us to remain creative and strategic. It does not require us to deny the severity of our situation or detract from our practice of grief. To practice active hope, we do not need to believe that everything will work out in the end. We need only decide who we are choosing to be and how we are choosing to function.” - [Kelly Hayes](#) and [Mariame Kaba](#)



Dear Friends,

What is there to say about the days we are living through? They are hard, they are long, and it is impossible to know what is coming next. Nonprofits are under a whole new kind of pressure as the Federal government is attacking our very existence. Many of our allies are silenced by the threats, our elected leaders seem slow to come to our aid, public funding has been cut off, and private funding is hard to come by.

We all must keep on practicing hope so that we can be creative and strategic. Our communities need us more than ever.

At Nonprofit New York, we are grateful to our members — our community — for sticking with their vital, creative, effective, city-saving work. We thank you for taking care of us, our families, and our neighbors. We think our best strategy is to stand together, fight back together, comfort one another, and celebrate each other.

And we hope you know that Nonprofit New York is with you every step of the way. In 2024, we rallied the community with the #WHY15 Campaign to restore hundreds of millions in funding to the 2024 New York City budget for nonprofit organizations, held capacity building workshops to build fundraising and governance expertise within nonprofit organizations, released our 2024 Compensation Report to better inform compensation practices, and hosted our Annual Conference: Rooted in Community, to deepen community and sharpen our responses to the volatility that emerged at the end of the 2024 Presidential elections.

As we look ahead to 2025, the hard-working and brave staff of Nonprofit New York will continue to support you, and the board is committed to keeping the organization resourced to do so. We will work harder than ever to strengthen your organizations, amplify your voices, unite our sector, and respond to the urgent threats faced by the communities and families we serve.

With our deepest gratitude,

Lisa Pilar Cowan

Lisa Pilar Cowan
Board Chair

Jacqueline M. Ebanks

Jacqueline M. Ebanks
Interim President and CEO

Supporting the Sector

Building Strength Through Community: 2024 Annual Conference



On November 14, 2024, Nonprofit New York's 2024 Annual Conference brought together over 300 nonprofit changemakers for a transformative day of learning, connection, and collective momentum. Centered on the theme *Rooted in Community: Thriving Together on Tough Terrain*, the event underscored the power of resilience, shared values, and community strength in the face of ongoing challenges.

The day opened with a moving keynote by Rickke Mananzala, President of the New York Foundation, who grounded the experience with a powerful message on values-driven leadership and collective resilience:

“Solidarity allows communities to thrive even in challenging terrains by leaning on one another, sharing resources, and building networks of support.”

Ricke's words inspired conference participants to return to work with deeper conviction, stronger connections, and a clearer path forward.



Throughout the day, attendees engaged in 12 breakout sessions anchored around our eight Key Areas of Nonprofit Excellence. Nonprofit leaders, service providers, and supporters discussed topics ranging from cultivating diverse boards to engaging in DEIA reparative work and strengthening philanthropic partnerships. Interactive discussions, moments of creative reflection, and intentional networking spaces not only fostered a sense of shared solidarity and renewed purpose but also equipped attendees with the tools to strengthen their organizations.



At the end of the day, Board Chair Lisa Pilar Cowan announced that after approximately five years of exemplary leadership, Meg Barnette was leaving the organization. She then introduced Jacqueline M. Ebanks as the Interim President and CEO.



Capacity Building: In-Person Workshop Series on Fundraising and Board Governance

In 2024, Nonprofit New York deepened its investment in building nonprofit capacity by launching an in-person workshop series focused on two Key Areas of Nonprofit Excellence:



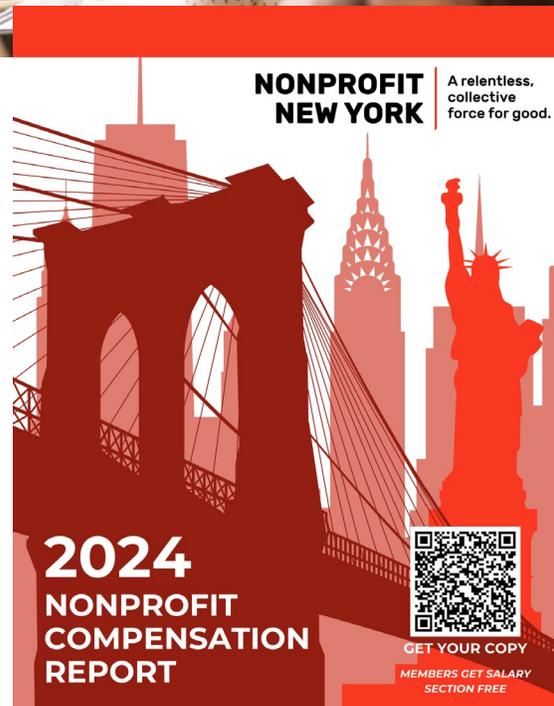
Fundraising



Board Governance

In April 2024, our *Fundraising 101- 3 Day Workshop Series* provided 46 participants with foundational knowledge and actionable strategies to build their fundraising infrastructure and increase donor engagement. Then, in July 2024, our *Elevate and Innovate: An Intensive 3-Day Board Governance Workshop* empowered 77 board members and executives with innovative governance models, practical tools, and peer-driven learning to drive organizational success.

Both programs emphasized interactive learning, peer collaboration, and actionable takeaways, reinforcing Nonprofit New York’s commitment to empowering the sector through capacity-building initiatives.



2024 Compensation Report

Nonprofit New York’s 2024 Nonprofit Compensation Report is a comprehensive tool designed to assist nonprofit organizations in New York City, Long Island, and Westchester in evaluating and adjusting their compensation structures. This report was based on survey results from over 300 organizations and provides detailed insights into current salary scales and benefit offerings across the sector, enabling organizations to benchmark their practices against regional standards. By utilizing this resource, nonprofits can ensure their compensation packages are equitable and competitive, thereby enhancing their ability to attract and retain top talent.

Rallying the Nonprofit New York Community



At the start of each year, Nonprofit New York articulates specific policy issues we prioritize to benefit nonprofits and the communities they serve in a robust Policy Platform. In 2024, **Nonprofit New York's Policy Platform** focused on strengthening financial sustainability, expanding nonprofit advocacy access, defending racial and workforce equity, and streamlining reporting and regulatory compliance. When nonprofits unite, our voice is amplified, our influence is magnified, and real change is possible.

Policy and Legislative Win: #WHY15 Campaign Restored City Budget Cuts

In 2024, Nonprofit New York rallied over 300 nonprofits through the **#WHY15 campaign** to push for the restoration of sector budget

cuts and transparency on the City budget process. The campaign's efforts resulted in the **restoration of hundreds of millions of dollars in budget cuts, including \$58 million** for city libraries, vital community services, arts programming, and summer youth programs. This monumental win is a testament to our collective advocacy efforts.

However, it is important to note that many nonprofits and agencies did not have crucial funding restored and were forced to close their doors. Although the #WHY15 campaign has ended, Nonprofit New York continues to advocate for transparency and partnership around budget decisions that affect nonprofit organizations, and for the City to resolve long-standing contract payment delays to nonprofits.

#WHY15 CAMPAIGN



15% CUTS THREATEN NYC NONPROFITS

Briefings and Forums

On February 15, 2024, more than 100 nonprofit advocates convened for Nonprofit New York's **Let's Talk About Advocacy summit**. Participants engaged in three inspiring and instructional panel discussions on why nonprofits should prioritize public policy advocacy, what nonprofits are permitted to do, and how nonprofit lobbying can be a values-driven activity.

More than 100 Nonprofit New York members convened for an **exclusive legislative briefing with Senate Minority (then Senate Majority) Leader Chuck Schumer on March 8, 2024**.

The Senator provided congressional updates and legislative plans for the 118th Congress, and discussed federal legislative priorities, issues, and needs of New York nonprofits. Topics included charitable giving, federal grants reform, and federal and local coordination to support the newest New Yorkers and the nonprofits who serve them.

On March 26, 2024, Nonprofit New York provided a **#WHY15 Campaign information session** as part of the National Association of Social Workers (NASW)'s Social Work Month series. We shared our campaign actions and progress, analysis of budget cuts thus far, a debrief of the City Council oversight hearing on the first round of 5% budget cuts, and the campaign's planned actions through the rest of the budget season. Nonprofit New York encouraged social work professionals to engage in the #WHY15 campaign on behalf of their organizations and communities.

Nonprofit New York held an **Assessing a Better Contract for New York** panel discussion in partnership with the City Council Contracts Committee Chair, Office of the Comptroller, and the Mayor's Office of Contract Services (MOCS), on April 1, 2024. The panel engaged in a critical and action-oriented discussion on the status of the recommendations from **A Better Contract for New York** and the current state of delayed government contract processing, registration, and payments to nonprofits. First-hand testimonials of delayed contract payments highlighted the distinct and disproportionately harmful impact on small, culturally, and linguistically specific organizations.

On April 3, 2024, building on the release of Nonprofit New York's **2023 In Every County, Across All Budget Sizes report** on the racial demographics of nonprofit leadership, we hosted a **BIPOC-led roundtable discussion**, in partnership with Councilmember Althea Stevens. The roundtable brought together various stakeholders, including BIPOC leaders from the sector and members of the City Council, to discuss potential recommendations for addressing the underrepresentation of racial minorities in nonprofit leadership roles across New York City.



About 100 nonprofit human resources and operations staff convened for Nonprofit New York and Exude Human Capital's **Re-Imagining Your Compensation Strategy** workshop on October 9, 2024. Participants leveraged Nonprofit New York's 2024 Compensation Report to discuss how they can strengthen their organization's compensation strategy. They focused on integrating a people-first approach that includes mission-aligned, equitable compensation and benefits philosophies and transparent communication practices.

Coalitions and Campaigns

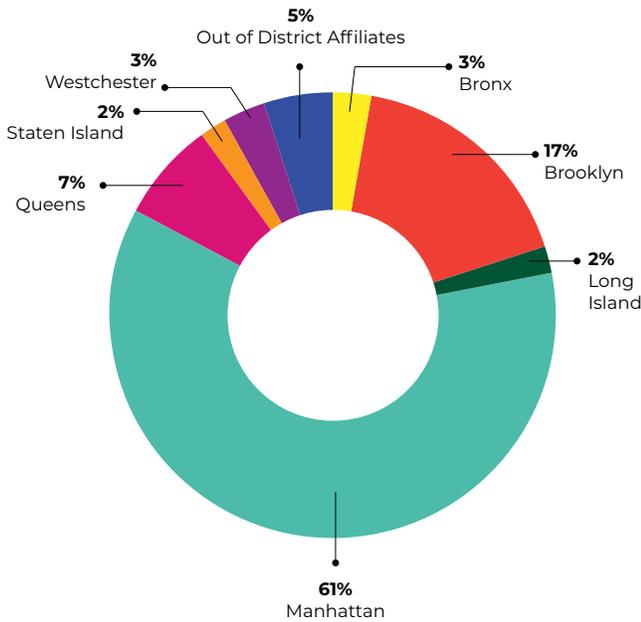
- The **Government Relations Council (GRC)** meets monthly and comments on legislative and regulatory developments affecting New York's nonprofit sector. The council has members composed of nonprofit general counsel and law firm partners specializing in nonprofit law. They interact regularly with elected officials and government agencies. In 2024, we convened 10 GRC meetings with guests from the Mayor's Office of Nonprofit

Services, New York State Assembly, Office of the Attorney General Charities Bureau, and Gibson Dunn LLC.

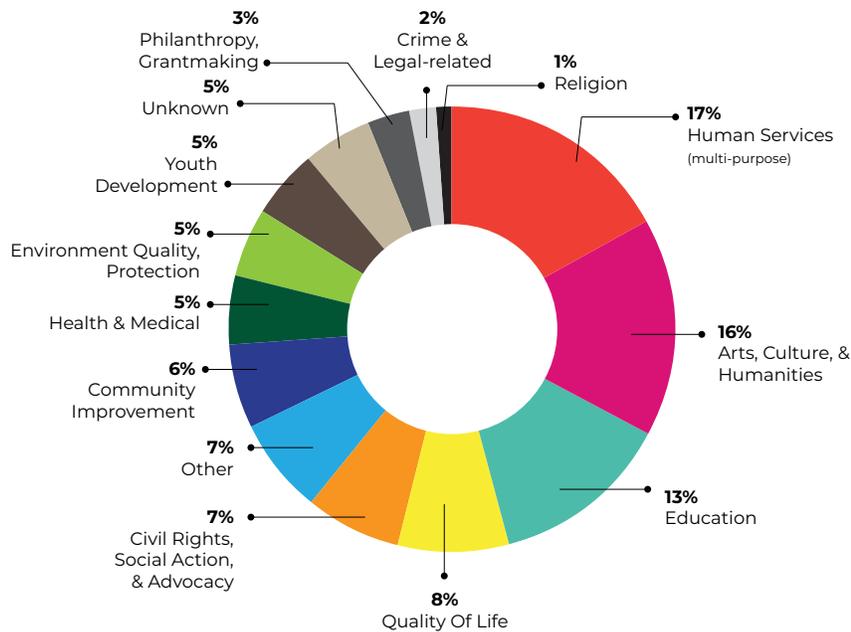
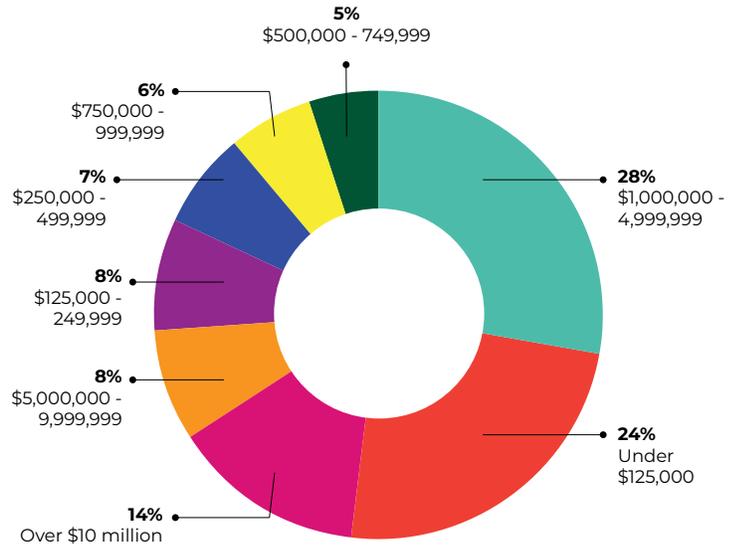
- The **Coalition to Advance Nonprofits (CAN)** is a sector-wide coalition of over 170 nonprofit professionals. CAN coordinates federal, state, and city advocacy impacting the sector and met five times in 2024 to identify action for the #WHY15 campaign and provide grassroots feedback on Nonprofit New York's upcoming policy priorities.
- Nonprofit New York held nine meetings to coordinate sector-wide support for the **A Place At The Table (APATT) campaign** during the 2024 State Legislative Session. The campaign sought to raise New York State's lobbying threshold from \$5,000 to \$10,000 so more small-sized nonprofits can engage in nonprofit legislative advocacy. The legislative package **S5499-A (Krueger)/A5100-A (González-Rojas)** advanced and passed through the Senate but did not make it through the Assembly.

Membership

By Location



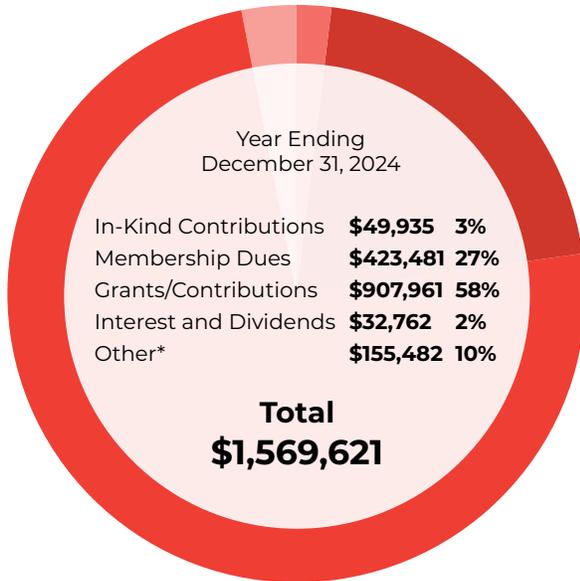
Budget Range



To become a member, visit: <https://www.nonprofitnewyork.org/nonprofit/>

Financial Statement

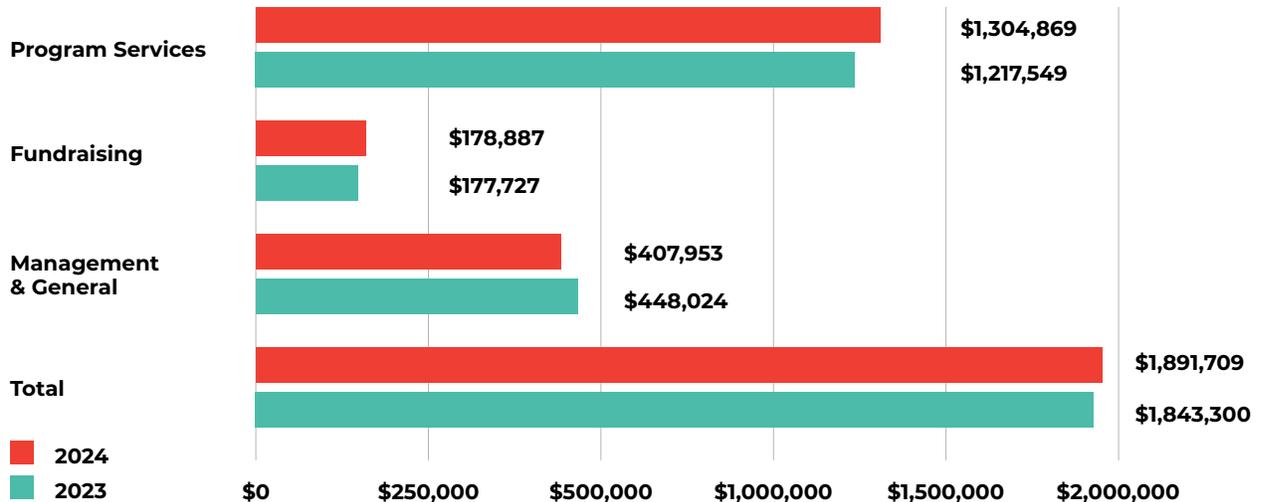
2024 Revenue & Other Support



2023 Revenue & Other Support



Expenses



Net Assets

2024		2023	
Change to Net Assets	(\$308,743)	Change to Net Assets	(\$406,449)
Net Assets, Beginning of Year	\$837,897	Net Assets, Beginning of Year	\$1,244,346
Net Assets, End of Year	\$529,154	Net Assets, End of Year	\$837,897

To browse our audited financials from previous years, please visit: <https://www.nonprofitnewyork.org/about-us/#our-health>

*Inclusive of Earned Revenue

Supporters

Corporate & Foundation Grants

Altman Foundation
American Chai Trust
Deutsche Bank Americas Foundation
Ford Foundation
Google
JPMorgan Chase & Co
Mellon
Robert Sterling Clark Foundation
Rockefeller Brothers Fund
The Clark Foundation
The M&T Charitable Foundation
The New York Community Trust
The Pinkerton Foundation
The Provident Bank Foundation
The Spingold Foundation

Sustaining Philanthropic Members

Carnegie Corporation
Charles H. Revson Foundation
Ford Foundation
Frances L. & Edwin L. Cummings
Memorial Fund
Patrina Foundation
Rockefeller Brothers Fund
Scherman Foundation
The Commonwealth Fund
The Fan Fox & Leslie R Samuels
Foundation
The New York Community Trust
The Pinkerton Foundation
Wellspring Philanthropic Fund

Matching Gift Contributions

Charles Schwab
Ford Foundation
Robert Sterling Clark Foundation

Donated Services

American Natural History Museum
Blick Art Supplies
LinkNYC
WNYC

Event Sponsors

2024 Annual Conference

Arabella Advisors/Kiwi Partners
BDO
BTQ
Capital One
Carey & Co
Charter Technology Solutions
CLA - CliftonLarsonAllen
Council Services Plus
Denham Wolf
DonorBox

Escalon
Institute of Nonprofit Practice
Interim Executive Solutions
JPMorgan Chase & Co
Nonprofit HR
Ponce Bank
USI Insurance Services
Wingo
Your Part-Time Controller

2024 Annual Meeting of Members

Arabella Advisors/Kiwi Partners
Carey & Co
Denham Wolf
Escalon
Executive Search & Rescue
The Brilliant Lead

Contributors

Murray Abeles	Christina Chang	David Lander	Kamesh Moola	Richard Souto
Gary Bagley	Lisa Cowan	Rachel Lander	Elisabeth Mueller	Patricia A. Swann
Meg Barnette	Alejandra Duque	Rosa Lander	Peter Neiman	Mariko Tada
Marek Barnette	Jacqueline M. Ebanks	Jessica Jamilah LaSalle	Tuhina De O'Connor	Jimmy Terry
C Joseph Barnette	Todd Edelman	Clifford Lev	Amar Rajwani	Robert J. Vanni
Ian Benjamin	Megan Golden	Philip Li	Brooke Richie-Babbage	Adrienne Verrilli
Lolly Bovean	Olukemi Ilesanmi	Julie Lyss	Amy Sananman	Joseph Weisbord
Jill Bregenzer	Elizabeth Kaplan	Meridith Maskara	Amarah Sedreddine	Philip Weiser
Carol Bullock	Sharryn Kasmir	Morgan Monaco	Joanne Smith	Jo-Ann Yoo

2024 Board of Directors

Murray Abeles
Chief Financial Officer
Public Theater

Chitra Aiyar
Consultant

Gary Bagley
Consultant & Former Executive Director
New York Cares

Jill Bregenzer
Chief Operating Officer
Pinkerton Foundation

Lolly Bowean
Program Officer
Ford Foundation

Carol Bullock
Executive Director
Staten Island Pride Center

Lisa Pilar Cowan, Co-Chair
Vice President
Robert Sterling Clark Foundation

Alejandra Duque Cifuentes
Cultural Strategist, Principal
ADC Consulting LLC

Kemi Ilesanmi
Principal
KGI Projects

Rich Leimsider
Entrepreneur-In-Residence
Fund for the City of New York

Meridith Maskara, Secretary
Chief Development Officer
Girl Scouts of the USA

Yesenia Mata
Executive Director
La Colmena

Morgan Monaco
President
Prospect Park Alliance

Kamesh Moola, Treasurer
Director of Internal Consulting
Citibank

Tuhina De O'Connor
SVP Advancement
Girls Scouts of Greater New York

Amar Rajwani
Chief Financial & Administrative Officer
American Journalism Project

Brooke Richie-Babbage
Founder and Principal
Bending Arc

Amarah Sedreddine
Partner
Sedreddine & Whoriskey, LLP

Joanne N. Smith
President & CEO
Girls for Gender Equity

Richard Souto, Vice Chair
Executive Director
LEAP

Sarah BJ Sung
Principal
Pinnacle Social Impact Consultancy

Mariko Tada
Communications Consultant

2024 Staff

Meg Barnette
President and CEO

Jessica Chin
Communications &
Development Coordinator

Antony Colon
Membership Manager

Jennifer Dodd
Vice President, Finance
and Operations

Thara Duclosel
Policy & Advocacy Coordinator

Jacqueline M. Ebanks
Interim President and CEO

Sonali Jhurani
Vice President, Development

Chai Jindasurat-Yasui
Vice President, Policy

Alex Joseph
Programs Manager

Darby Masland
Programs Director

Nicole Proto
Finance & Operations Manager

Sophie Silverman
Membership Manager

NONPROFIT NEW YORK

A relentless,
collective
force for good.

320 East 43rd Street, 3rd Floor

New York, NY 10017

HelpLine: (212) 502-4191

www.nonprofitnewyork.org

Follow Us

LinkedIn: [Nonprofit New York](#)

Instagram: [@nonprofitnewyork](#)

Nonprofit New York champions and strengthens nonprofits through capacity building and advocacy to cultivate a unified, just, and powerful sector.