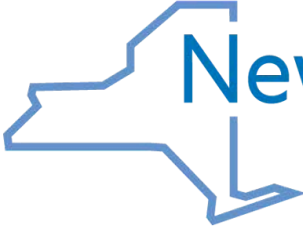






# 2024 ANNUAL REPORT



 New York Council  
of Nonprofits, Inc.

272 Broadway,  
Albany, NY 12204  
(518) 434-9194

[www.nycon.org](http://www.nycon.org)  
[info@nycon.org](mailto:info@nycon.org)

    @nycouncilnps

2024

## THE NYCON FAMILY:

Creating New Ways to Unleash  
the Power of Nonprofits



The New York Council of Nonprofits, Inc. (NYCON) supports all charitable organizations across New York state – of every size and type – and in 2024 proudly represented more than 3,000 members.

In 2024 NYCON continued to expand activities to meet its mission of developing and promoting an effective and vibrant charitable nonprofit community throughout New York State. This included launching a third Executive Director Retreat, expanding Camp Finance programming to add pre-workshops and continuing to grow human resources consultant services.

NYCON also grew its state-wide advocacy work, starting a partnership to work on New York State contract challenges and releasing the second annual State of the Sector report.

The Member Advisory Council was launched in 2024; this group of nonprofit leaders met quarterly to provide input on proposed and current NYCON activities to help ensure they meet members' needs.

Those efforts are in addition to the great work NYCON has long been known for: in 2024 staff again offered a broad range of high quality capacity building services that met the varying and evolving needs of nonprofits. In-house experts, including attorneys, governance specialists and organizational development consultants, again helped nonprofits meet their unique needs.

NYCON also worked with its affiliate organizations – Council Services Plus, BoardStrong, and Good Causes – to deliver a full continuum of support to nonprofit organizations.

NYCON will continue to evolve in the year ahead, working in partnership with members and funders to help unleash the power of nonprofits.

# Stronger Together

# nycon

New York Council of Nonprofits, Inc.  
Unleashing the Power of Nonprofits



## BoardStrong

Because Governance Matters



## Council Services Plus

Insurance Solutions for Today's Nonprofits



## Good Causes

Fiscal Sponsorship and More

# 2024 POWERFUL OUTCOMES

In 2024, NYCON staff were able to achieve some impressive outcomes:

- We retained 93% of our members from 2023.
- We welcomed 4,041 registrants to 75 NYCON events including webinars, regional trainings, retreats and conferences.
- We undertook 295 individual client projects (with the majority funded by our powerful funding partner network) including:
  - Bylaw and personnel policy reviews
  - Corporate filings
  - Board development and training engagements
  - Mergers, affiliations and other corporate restructurings
  - Strategic plans and program assessments
  - Communications audits and rebranding projects
  - Succession plans
  - Technology assessments and support
- We produced the second State of the Sector report, a data-filled document that was sent to all NYS legislators and made available on the NYCON website.

---

Our affiliates also had powerful results:



BoardStrong's board-matching platform ([boardstrong.org](https://boardstrong.org)) saw 159 new nonprofits and 814 new board candidates using the system.



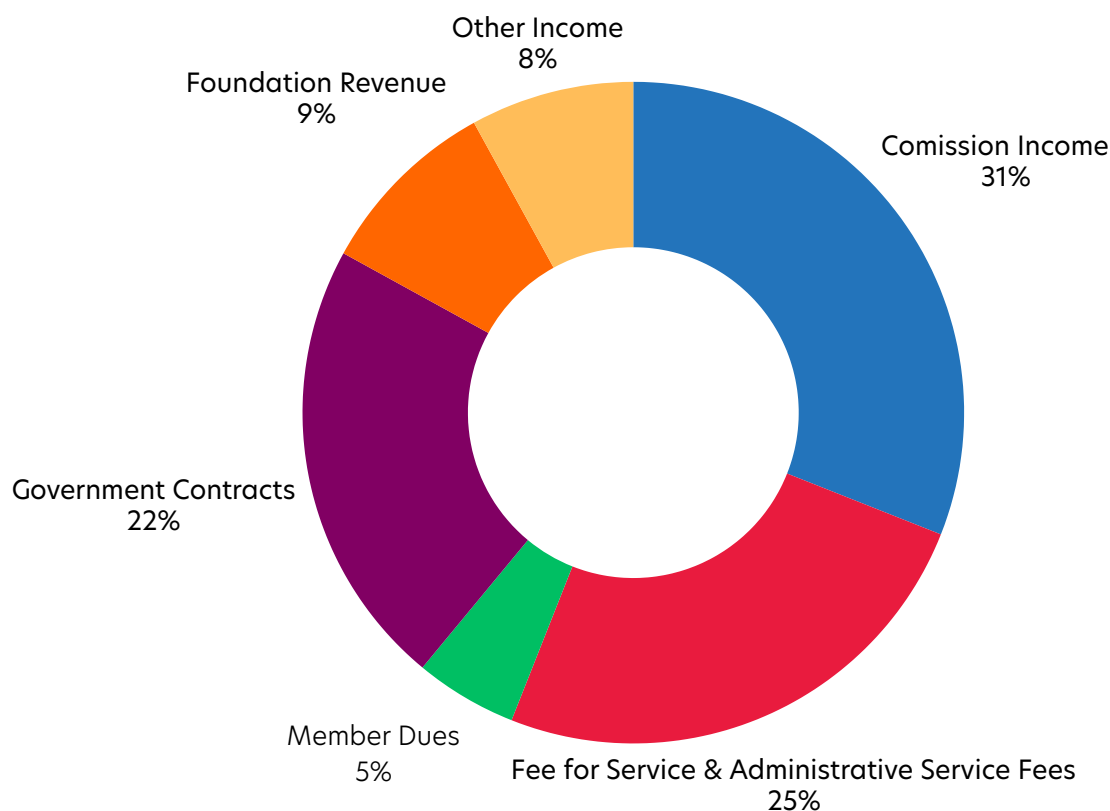
CS Plus continued its growth in providing liability insurance and benefits to the nonprofit community, now serving nearly 1,700 clients with more than 3,800 policies.



Good Causes provided fiscal sponsorship to 15 organizations and employment administration to 3 organizations, administering \$1,070,150 in funding for community based, charitable initiatives.

The Work We Do – Year in Review:

## 2024 CONSOLIDATED REVENUE SOURCES



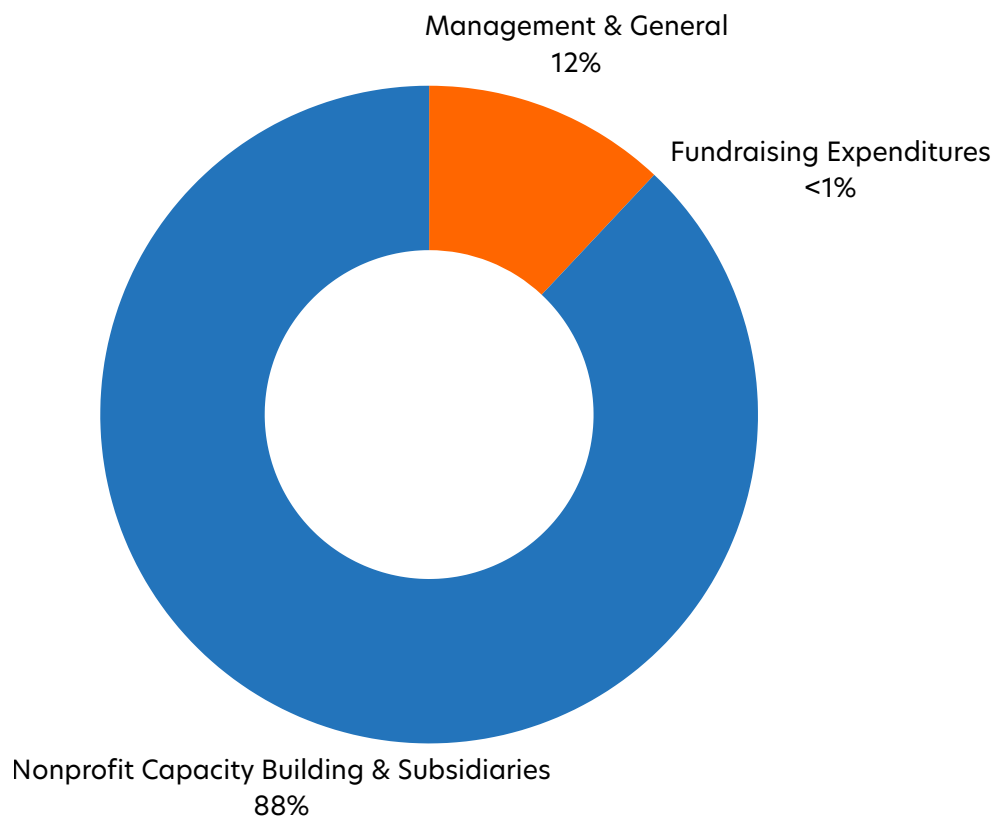
Pass through Premium Dollars Excluded

NYCON is one of the largest state nonprofit associations in the country (by overall membership size), but earns a small percentage of its revenues from membership dues.

In 2024 NYCON further diversified its revenue sources so that membership dues can continue to be kept low, allowing all nonprofits to benefit from NYCON support.

The Work We Do – Year in Review:

# 2024 CONSOLIDATED EXPENDITURES



\*Pass through Premium Dollars Excluded

NYCON continues to prioritize efficient operations to maximize the number of supports and services it can offer to nonprofits.



## The Work We Do – Year in Review:

# 2024 STATEMENT OF FINANCIAL POSITION

## ASSETS

Current Assets		
	2024	2023
Cash	623,319	864,663
Cash-Subcontractor and Custodial Arrangements	1,348,683	2,444,442
Investments	1,091,889	1,019,337
Accounts, Grants, and Other Receivables	568,805	486,333
Prepaid and Other Expenses	61,135	52,755
Unemployment Trust Fund Reserve	45,462	38,231
<b>Total Current Assets</b>	<b>\$3,739,293</b>	<b>\$4,905,761</b>
Non-Current Assets		
Investments	403,137	351,208
Land, Building, and Equipment, Net	700,132	733,882
Right-Of-Use Assets, Operating Lease	1,354	12,346
Other Assets	4,050	4,050
<b>Total Non-Current Assets</b>	<b>\$1,108,673</b>	<b>\$1,101,486</b>
<b>Total Assets</b>	<b>\$4,847,966</b>	<b>\$ 6,007,247</b>

\*Consolidated

## The Work We Do – Year in Review:

# 2024 STATEMENT OF FINANCIAL POSITION

## LIABILITIES

Current Liabilities		
	2024	2023
Line of Credit Payable	150,000	-
Current Portion of Long-Term Debt	24,200	44,561
Current Portion of Operating Lease Liability	1,354	10,992
Accounts Payable and Accrued Expenses	293,460	194,426
Security Deposits FSA/HRA	1,295	1,952
FSA/HRA Contributions Held In Trust	440,361	456,447
Due to Subcontractor and Custodial Arrangements	907,027	1,986,043
Deferred Revenue	486,237	1,473,917
Unemployment Liability	45,462	38,231
<b>Total Current Liabilities</b>	<b>\$2,349,396</b>	<b>\$4,206,569</b>
Long-Term Liabilities		
Long-Term Debt, Net of Current Portion	236,289	259,170
Operating Lease Liability, Net of Current Portion	-	1,354
<b>Total Long-Term Liabilities</b>	<b>236,289</b>	<b>260,524</b>
<b>Total Liabilities</b>	<b>\$2,585,685</b>	<b>\$4,467,093</b>

\*Consolidated

The Work We Do – Year in Review:

# 2024 STATEMENT OF FINANCIAL POSITION

## NET ASSETS

Without Donor Restriction		
	2024	2023
Undesignated	1,758,895	1,092,536
Designated By The Board	391,955	318,162
<b>Subtotal</b>	<b>2,150,850</b>	<b>1,410,698</b>
With Donor Restriction		
Foundation Funding	11,273	30,299
TANC Program Scholarships	100,158	99,157
<b>Total With Donor Restrictions</b>	<b>111,431</b>	<b>129,456</b>
<b>Total Net Assets</b>	<b>2,262,281</b>	<b>1,540,154</b>
<b>Total Liabilities and Net Assets</b>	<b>\$4,847,966</b>	<b>\$6,007,247</b>



\*Consolidated

## The Work We Do – Year in Review:

**2024 STATEMENT OF ACTIVITIES**

	Without Donor Restrictions	With Donor Restrictions	Total
<b>Revenue, Support and Reclassifications</b>			
Foundation Revenue	490,842	-	490,842
Government Contracts	1,171,136		1,171,136
Member Dues	244,548		244,548
Premiums	764,597		764,597
Subscriber and Late Fees	125,518		125,518
Fee For Service and Seminars	701,477		701,477
Commission and Fee Revenue	1,650,154		1,650,154
Shared Service Income	13,775		13,775
Investment Returns, Net	104,825		104,825
Administrative Service Fees	637,694		637,694
Contributions	118,091	1,000	119,091
Other Income	50,522		50,522
Net Assets Released from Restrictions	19,025	(19,025)	-
<b>Total Revenue, Support, and Reclassifications</b>	<b>\$6,092,204</b>	<b>(\$18,025)</b>	<b>\$6,074,179</b>

\*Consolidated

## The Work We Do – Year in Review:

**2024 STATEMENT OF ACTIVITIES**

	Without Donor Restrictions	With Donor Restrictions	Total
<b>Expenses</b>			
Non-Profit Capacity Building:			
General Member Service	336,319		336,319
Group Employee Benefit Plan	766,329		766,329
Technical Assistance and Training	1,631,813		1,631,813
Policy	85,582		85,582
Council Services Plus, Inc.	1,335,675		1,335,675
Good Causes, Inc.	574,955		574,955
Board Strong, Inc.	67,489		67,489
<b>Total Program Services</b>	<b>4,798,162</b>	<b>-</b>	<b>4,798,162</b>
Management and General	541,355		541,355
Fundraising	12,535		12,535
<b>Total Expenses</b>	<b>5,352,052</b>	<b>-</b>	<b>5,352,052</b>
Change in Net Assets	740,152	(18,025)	722,127
Net Assets, Beginning of Year	1,410,698	129,456	1,540,154
<b>Net Assets, End of Year</b>	<b>\$2,150,850</b>	<b>\$111,431</b>	<b>\$2,262,281</b>

\*Consolidated

### 1st Term Nomination



Sean Crawford  
Director of Development  
Buffalo Center for Arts & Technology

Sean Crawford brings over a decade of experience in nonprofit management, fundraising, and strategic planning to his role as a board member. He is currently Director of Development at the Buffalo Center for Arts & Technology, overseeing all fundraising and communications strategies and collaborating with leadership and the Board on an \$8 million capital and endowment campaign.

His prior leadership at Shakespeare in Delaware Park included serving as Director of Development and Operations, where he increased corporate, government, and foundation support by 61%, launched the organization's first endowment campaign, and migrated legacy systems to cloud-based platforms, resulting in a 10% increase in online donations. He also guided the organization through the pandemic by creating a financial contingency plan that boosted unrestricted assets by 46%. Earlier in his career, he coordinated marketing and communications at the Community Music School of Buffalo, increasing enrollment and community engagement.

In addition to staff leadership roles, Sean Crawford provides strategic planning and fundraising consulting to mid-sized nonprofits through Total Fundraising Solutions. He has also served as Treasurer and Governance Committee Chair for Locust Street Art. A recipient of the Cullen Foundation's Foundation Fellowship for emerging arts administrators, he holds an MBA from the University at Buffalo and a bachelor's degree in Music Teacher Education from Louisiana State University. He is also certified in nonprofit board consulting (BoardSource) and diversity, equity, and inclusion leadership (Cornell University).

**1st Term Nomination**



Paula Bernstein  
Assistant Director  
The Regina A. Quick Center  
St. Bonaventure University

Paula Fidurko Bernstein is a lifelong resident of Olean and a passionate advocate for her community.

Widely recognized for her extensive volunteerism and leadership, Bernstein has made a lasting impact through her involvement with numerous nonprofit organizations across the region. She is a past president of the Rotary Club of Olean and has served as area governor for Rotary District 7090. She currently holds leadership roles on several boards, including serving as vice president of both the Friends of the Library and the Olean Music Boosters, as well as contributing her time to the Genesis House of Olean, the Greater Olean Area Chamber of Commerce, and the Zonta Club of Olean.

In 2023, Paula and her husband, Alan, were named Volunteers of the Year by the Greater Olean Area Chamber of Commerce and were honored at the YMCA's 38th Annual Salute to Olean in recognition of their years of dedicated service.

Paula's deep-rooted commitment to Olean is inspired by her late parents, David and Penny Fidurko, who instilled in her the values of kindness, generosity, and service to others. The Bernstein's live in Olean with their beloved rescue pets: Bear, Colt, Sprout, and Kitty Mouse.

**1st Term Nomination**



Max Herrera  
Operations Manager  
Regeneron Pharmaceuticals

Max Herrera, MBA, is a Manager at Regeneron Pharmaceuticals within the Industrial Operations and Product Supply division, bringing over 12 years of experience in science, strategy, and operational excellence. He earned his B.S. in Biochemistry from Baylor University and his MBA in Information Systems and Business Analytics from the University at Albany, where his graduate thesis, *Optimizing Pharmaceutical Supply Chains Using Machine Learning Models*, reflected his passion for applying advanced analytics to solve real-world challenges and strengthen critical systems.

At Regeneron, Max leads strategic initiatives across external manufacturing and supply chain operations. He is recognized for building collaborative partnerships with global contract manufacturers, advancing governance frameworks, and mentoring early-career professionals. His work has contributed to enhanced process efficiency, risk management, and organizational performance in a highly regulated environment.

Beyond his professional role, Max is committed to equity and service. As a founding member of Juntos, Regeneron's Hispanic and Latinx employee resource group, he has championed initiatives to elevate underrepresented voices and build inclusive communities.

Max is also a husband, proud father of two young children, and the owner of a spirited yellow lab. He is eager to bring his expertise, energy, and values-driven leadership to NYCON's Board of Directors, guided by his belief in doing well by doing good, and strengthening nonprofits that create lasting impact across New York State.

# Thank you to our 2025 Camp Finance Sponsors

## Full Conference Sponsor and Early Arrival Supporter



## Full Conference Sponsor



## Keynote Sponsors



## Track Sponsors



## Repetition Sponsor



## Conference Break Sponsors



## Tote Bag Sponsors



## Scholarship Supporters



## Early Bird Supporter

