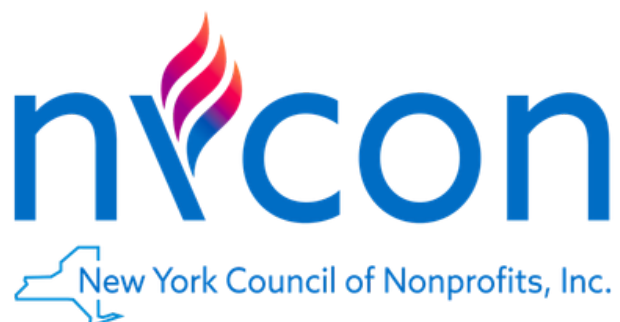


2025 ANNUAL REPORT



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2025

THE NYCON FAMILY:

Meeting the Moment for Nonprofits



In 2025, the nonprofit sector faced a wave of federal actions—including executive orders, investigations, and new funding rules — designed to restrict nonprofit funding and activities.

NYCON responded by expanding its federal advocacy through a strengthened partnership with the National Council of Nonprofits and by providing members with timely updates, learning resources, and opportunities to take action. NYCON also hosted the first-ever NYCON Summit, bringing the sector together for a day of discussion and shared visioning about its future.

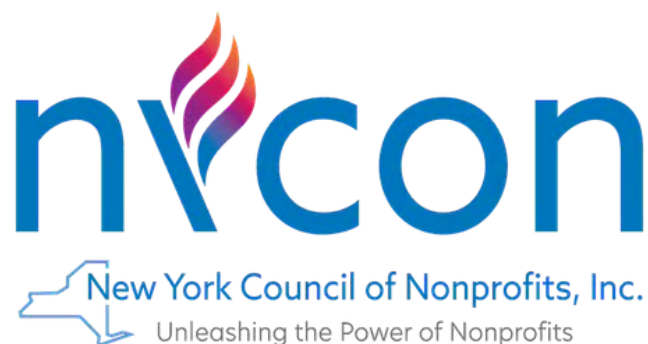
At the state level, NYCON led a coalition of member organizations advocating for contracting reform. That work helped secure unanimous passage of a bill by the New York State Legislature.

NYCON also expanded its educational offerings in 2025, launching a new HR Bootcamp and regional workshops that delivered targeted training to nonprofits across the state.

These efforts built on the work NYCON has long been known for. Throughout 2025, staff delivered a broad range of high-quality capacity-building services tailored to nonprofits' diverse and evolving needs. NYCON's in-house attorneys, governance specialists, and organizational development consultants helped organizations address their specific challenges. Expanded partnerships with funders also made these services available at no cost to more nonprofits than ever before.

Working alongside its subsidiaries—Council Services Plus, BoardStrong, and Good Causes—NYCON provided nonprofit organizations with a full continuum of support. Although 2025 brought significant challenges, the NYCON family adapted to meet the moment while preparing the sector for what lies ahead in 2026.

Stronger Together



2025 POWERFUL OUTCOMES

In 2025, NYCON staff were able to achieve some impressive outcomes:

- We retained 76% of our members from 2024
- We welcomed 3,564 registrants to 64 NYCON events including webinars, regional trainings, retreats and conferences
- We undertook 258 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 helped co-author and promote a bill addressing nonprofit state contracting issues that was unanimously supported by the New York State Legislature

Our affiliates also had powerful results:



BoardStrong's board-matching platform (boardstrong.org) saw 331 new nonprofits and 1,003 new board candidates using the system.



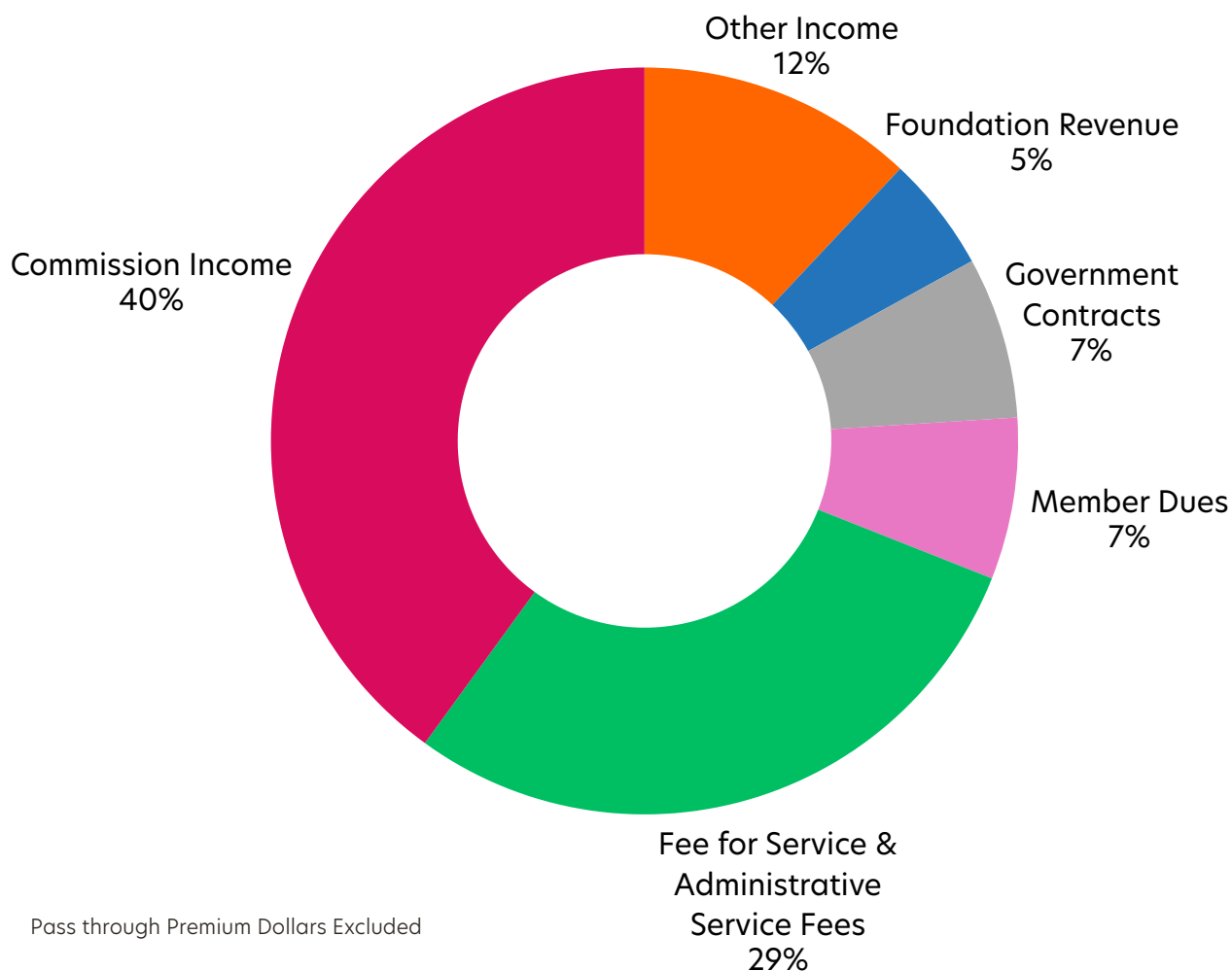
CS Plus continued its growth in providing liability insurance and benefits to the nonprofit community, now serving 1,700 clients with more than 3,500 policies.



Good Causes provided fiscal sponsorship to 11 organizations and employment administration to 1 organization, administering \$732,737 in funding for community based, charitable initiatives.

The Work We Do – Year in Review:

2025 CONSOLIDATED REVENUE SOURCES

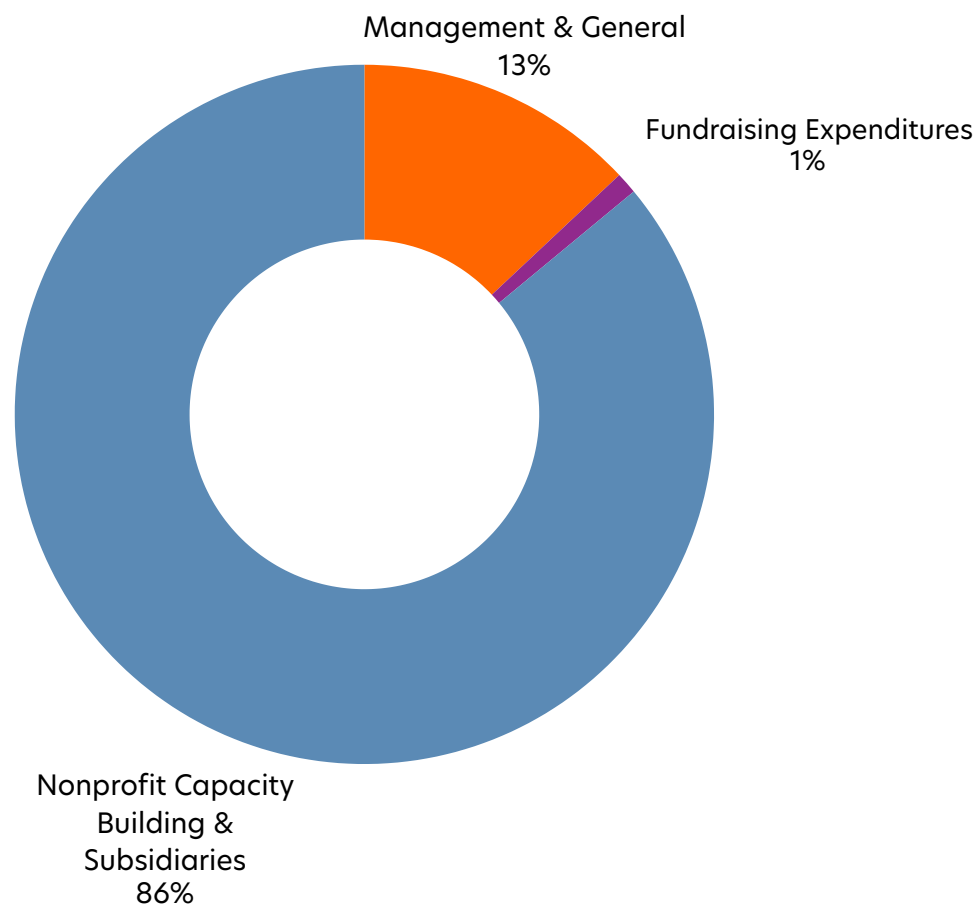


NYCON is one of the largest state nonprofit associations in the country (by overall membership size), but earns a small percentage of its revenues from membership dues.

In 2025 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:

2025 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:

2025 STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets		
	2025	2024
Cash	585,369	623,319
Cash-Subcontractor and Custodial Arrangements	1,147,651	1,348,683
Investments	1,420,758	1,091,889
Accounts, Grants, and Other Receivables	285,050	568,805
Prepaid and Other Expenses	90,991	61,135
Unemployment Trust Fund Reserve	51,703	45,462
Total Current Assets	\$3,581,522	\$3,739,293
Non-Current Assets		
Investments	392,828	403,137
Land, Building, and Equipment, Net	672,751	700,132
Right-Of-Use Assets, Operating Lease	-	1,354
Other Assets	4,050	4,050
Total Non-Current Assets	\$1,069,629	\$1,108,673
Total Assets	\$4,651,151	\$4,847,966

*Consolidated

The Work We Do – Year in Review:

2025 STATEMENT OF FINANCIAL POSITION

LIABILITIES

Current Liabilities		
	2025	2024
Line of Credit Payable	250,000	150,000
Current Portion of Long-Term Debt	18,955	24,200
Current Portion of Operating Lease Liability	-	1,354
Accounts Payable and Accrued Expenses	235,001	293,460
Security Deposits FSA/HRA	1,149	1,295
FSA/HRA Contributions Held In Trust	524,210	440,361
Due to Subcontractor and Custodial Arrangements	622,292	907,027
Deferred Revenue	532,844	486,237
Unemployment Liability	51,703	45,462
Total Current Liabilities	\$2,236,154	\$2,349,396
Long-Term Liabilities		
Long-Term Debt, Net of Current Portion	217,633	236,289
Operating Lease Liability, Net of Current Portion	-	-
Total Long-Term Liabilities	217,633	236,289
Total Liabilities	\$2,453,787	\$2,585,685

*Consolidated

The Work We Do – Year in Review:

2025 STATEMENT OF FINANCIAL POSITION

NET ASSETS

*Consolidated

	2025	2024
Undesignated	1,729,162	1,758,895
Designated By The Board	359,141	391,955
Subtotal	2,088,303	\$2,150,850
With Donor Restriction		
Foundation Funding	10,531	11,273
Doug Sauer TANC Program Scholarships	98,530	100,158
Total With Donor Restrictions	109,061	111,431
Total Net Assets	2,197,364	2,262,281
Total Liabilities and Net Assets	\$4,651,151	\$4,847,966



The Work We Do – Year in Review:

2025 STATEMENT OF ACTIVITIES

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue, Support and Reclassifications			
Foundation Revenue	218,834	-	218,834
Government Contracts	278,648		278,648
Member Dues	274,926		274,926
Premiums	722,655		722,655
Subscriber and Late Fees	147,907		147,907
Fee For Service and Seminars	859,401		859,401
Commission and Fee Revenue	1,695,760		1,695,750
Shared Service Income	14,050		14,050
Investment Returns, Net	144,490		144,490
Administrative Service Fees	372,215		372,215
Contributions	166,999	1,000	167,999
Other Income	51,049		51,049
Net Assets Released from Restrictions	3,370	(3,370)	-
Total Revenue, Support, and Reclassifications	\$4,949,854	(\$2,370)	\$4,947,484

*Consolidated

The Work We Do – Year in Review:

2025 STATEMENT OF ACTIVITIES

	Without Donor Restrictions	With Donor Restrictions	Total
Expenses			
Non-Profit Capacity Building:			
General Member Service	396,331		396,331
Group Employee Benefit Plan	722,868		722,868
Technical Assistance and Training	1,377,902		1,377,902
Policy	88,807		88,807
Council Services Plus, Inc.	1,432,479		1,432,479
Good Causes, Inc.	342,441		342,441
Board Strong, Inc.	57,757		57,757
Total Program Services	4,418,585	-	4,418,585
Management and General	574,736		574,736
Fundraising	19,080		19,080
Total Expenses	5,102,401	-	5,102,401
Change in Net Assets	(62,547)	(2,370)	(64,917)
Net Assets, Beginning of Year	2,150,850	111,431	2,262,281
Net Assets, End of Year	\$2,088,303	\$109,061	\$2,197,364

*Consolidated

1st Term Nomination



Suzie Fitzpatrick-Gutenberg
Library Director
Lansing Community Library

Susie Gutenberger Fitzpatrick is the Director of the Lansing Community Public Library in Lansing, New York, a position she has held since 2008. Under her leadership, the library grew from a single employee to a team of 16 staff and more than 60 volunteers, secured its permanent charter and 501(c)(3) nonprofit status, and increased its tax revenue by more than 60% through 17 successful tax levies. She has led major fundraising initiatives, established a permanent endowment fund, and is currently spearheading a \$3 million capital expansion campaign.

Since 2023, Susie has served as an elected Board Member for the Town of Ithaca, where she chairs the Code and Ordinances Committee and serves on the Personnel and Organization and Employee Relations Committees. She also represents the Town on the Tompkins County Youth Services Committee and the Community Housing Development Fund.

Susie holds a Master of Library and Information Science from Dominican University and a Bachelor of Arts in English from the University of Illinois at Chicago. She has completed certificates in Labor Leadership and Union Negotiations and Financial Success for Nonprofits from Cornell University, and is a current fellow in the Health Foundation for Western & Central New York's Health Leadership Fellows Program.

She serves on numerous community boards, including the Community Foundation Women's Fund Advisory Board, the Tompkins County Youth Services Board, the Tompkins Chamber of Commerce Board of Directors, and the Directors' Advisory Council of the Finger Lakes Library System. Her contributions to library leadership have been recognized with the Finger Lakes Library System Director of the Year Award and Youth Services Award.

1st Term Nomination



Lisa Joyner
Senior Accountant
New York State Gaming Commission

Lisa A. Joyner is an accomplished Accountant/Auditor and experienced Contract Management Specialist in State government settings. As a Senior Accountant for the New York State Gaming Commission, she brings deep expertise in internal controls, regulatory compliance, and fiscal oversight. Lisa holds a Masters degree in Business Administration, an Advanced Certificate in Not-for-Profit Management, and a Certificate in Microcomputer Systems from The College of Saint Rose, alongside a Bachelor of Science in Accounting from the SUNY Institute of Technology at Utica/Rome.

Strongly aligned with the principles of robust organizational governance, Lisa serves on the Board of Directors for New Choices Recovery Center, actively contributing to the organization's fiscal management and strategic direction. Her unique blend of public sector accountability and nonprofit-specific training equips her with a sharp perspective on the shifting compliance and operational demands in the sector.

Based in the Capital Region of Upstate New York, Lisa is dedicated to supporting NYCON's mission of strengthening New York's diverse nonprofit community through effective leadership, sound financial practices, and strong governance.

1st Term Nomination



Elaine Lawson
Vice President, Amazon Acquisition & Secured Card Monitoring
Synchrony Financial

Elaine currently serves as the Vice President, Amazon Acquisition and Secured Card Marketing at Synchrony Financial where she is responsible for driving innovation to increase overall acquisition volume and spend for the Amazon credit card portfolio since 2023. Elaine has also worked in a number of other marketing leadership roles, including serving as the Senior Director of Development Marketing Communications at the Mount Sinai Health System; serving as the Vice President/Director of U.S. Digital Marketing at Mastercard Worldwide; and serving as a Senior Marketing Manager at Verizon Communications.

Elaine has a Master of Science in Strategic Communications from Columbia University in NYC and a Bachelor of Science in Marketing from Manhattan College in Riverdale, NY. She currently resides in Manhattan and has supported various non-profit organizations, including New York Cares, KEEN NY and The Family Center either through Board membership, volunteerism or philanthropy.

1st Term Nomination



Nick Wilbur
Program (Tool Shed) Manager
South East Area Coalition

Nick Wilbur is a nonprofit leader and community advocate with extensive experience in neighborhood development, housing stability, homelessness services, and civic engagement. As Programs Manager at the South East Area Coalition, he built Rochester's Tool Shed from an empty basement into a successful community tool-lending program and developed plans for expanded home-repair and neighborhood services.

Drawing on both professional expertise and lived experience with housing insecurity, Nick serves as Chair of the Rochester Housing Stability Fund and holds leadership roles with Partners Ending Homelessness, the Homeless Services Network, and several community and political organizations. He brings a thoughtful perspective shaped by his identity as a younger, autistic, queer advocate committed to equity, collaboration, and practical community solutions.

2nd Term Nomination



Phillip Ginter
Executive Director
Ross Park Zoo

Phillip Ginter, a native of Broome County, graduated from Binghamton High School and earned master's degrees in social work and public administration from Marywood University. Phillip has served as the Executive Director of the Southern Tier Zoological Society since March 2019. Prior to his work with the Zoological Society, he spent more than 20 years working in the non-profit sector, including time with the United Way of Broome County and HealthlinkNY in community planning roles. Phillip has also served on various boards, planning committees, and advisory councils, including service as President and Treasurer for the Broome County Arts Council and Chair of the City of Binghamton Community Development Advisory Council.

Throughout his professional career, Phillip has been working to improve the lives of people across the Southern Tier and to strengthen the community. One of his favorite quotes is from former UN Secretary General Ban Ki-moon, "Saving our planet, lifting people out of poverty, advancing economic growth...these are one and the same fight. We must connect the dots between climate change, water scarcity, energy shortages, global health, food security and women's empowerment. Solutions to one problem must be solutions for all." In his role at the Zoological Society, Phillip continues to work to connect the dots and bring people together to create solutions that work for people and our planet.

2nd Term Nomination



Dr. Sam Samuel
CEO, Blueberry Digital, LLC
Director of Administration, NYC Dept. of Administration Services
Professor, BMCC

Dr. Sam Samuel is a Social Entrepreneur, Business/Organization Mentor, and Life Coach. Professionally, he has more than two decades of senior management experience in both for-profits and non-profits in the U.S., India, and the Middle East. His leadership cuts across domains such as Engineering, Education, Information and Communications Technology, Advertising, Digital Media and Design, Youth Development, and Community Welfare.

Sam engages with organizations and individuals alike, focusing on personal and business transformations, conducting training sessions and speaking engagements. He has delivered more than 200 international keynote addresses and has facilitated more than 50 trainings for K-12 and higher education faculty, students, corporations and youth, speaking on topics such as Leadership, Personal Transformation, Positive Psychology, Social Impact and more.

He is passionate about making an impact through social change. He is a Voluntary Mentor with the New York-based non-profit SCORE and is a member of the Boards for several non-profit social enterprises, such as Abbott House in the US. He is the Founding President of Anjappam, a social enterprise operating a chain of restaurants offering free access to food. He is also a member of the Boards for the non-profit enterprises Tau Trust, and MinD (Mobility in Dystrophy).

He is involved with higher education as well in Advisory roles for institutes such as Muscat College; Arab Open University, Muscat; Center for Special Education, Muscat, and is a Member of the Standing Committee (Academics) under the National Council of Teacher Education (NCTE), a Government of India enterprise. Previously, he was the Vice-Chairman of Knowledge Oman, the largest voluntary organization in Oman, and the Chairman of the Board of Directors, Indian Schools in Oman (a consortium overseeing the functioning of 21 community schools).

In the corporate sector, he serves as a Business Consultant specializing in turnarounds, strategic thinking, and crisis management and has led several businesses. In addition, he is also the author of two books and holds a Doctorate in Management Studies.



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