



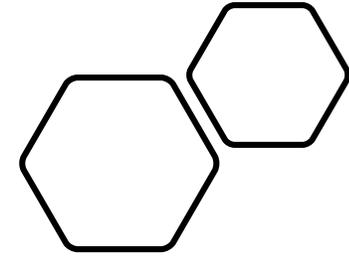
Nonprofit COVID Town Hall

3-18-20

Georgia Center  for Nonprofits
Ignite Possible.

Discussion Segments

- The impact on Georgia nonprofits as providers and employers,
- What we know about pending legislative relief related to wages, emergency assistance, and more
- What we know so far about state and local coordination efforts
- How the philanthropic community might approach this issue
- Initial action steps for a coordinated sector response





Before we
get started..

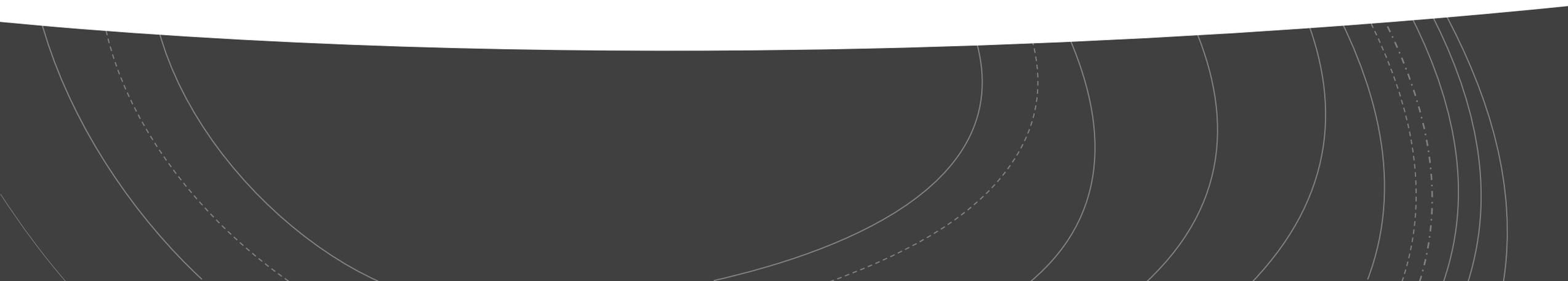
GCN resource pages

www.gcn.org

Links to many guidance docs, tools, resources including

- State updates & guidance to inform decision making & planning
 - Funding resources (as they become known)
 - Subsector specific guidance & tools for dealing & serving
 - Business continuity resources and guidance including planning templates, webinars, live advisement in group and individual format.
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- Peer to peer solution-share via list serves–by topic & subsector;
 - Peer to Peer fundraising problem solving list serve
 - GCN Rapid Response Solution Team – GCN consultants provide live advisement;
 - Help line Q&A for questions
 - Business Continuity planning webinar series
- 

The Impact. Let's Lay It Out



Community
health

Blood banks

Disease &
conditions,

Home health

Workforce exposure concerns – equipment
& supplies

Workforce continuity issues – illness,
bandwidth, stress, child care, exhaustion

Critical supplies – blood supply is low;
equipment is low; supplies are low

Condition specific education &
management

Population education and communication
(non-English speaking)

Emergency Assistance

Food security & distribution

- Ensuring food distribution to vulnerable can scale with the problem
- Low volunteers, many pantries & food distribution groups are run by retirees
- Some food distributors are paid by unit delivery – low volunteers = trouble meeting contracts and lower revenue

Housing stability

- Potential foreclosures and evictions
 - need \$\$ assist
 - Need legal help

Community health, Senior Care, Communal Living & Homeless Services

- Staff cannot work from home – they are in direct line of exposure
- Many serving the most vulnerable populations (disabled, seniors, medically fragile, homeless, mentally ill) are staffed by low wage workers in high risk categories themselves, what happens if the care-givers get ill or decide not to risk exposure?
- Clients are high risk:
- precautions are not practical for homeless individuals, who often lack access to soap and hot water and stay in crowded shelters.
- high rate of poorly treated chronic illnesses, putting them at a greater risk
- Hourly staff may need to work overtime – FSLA rules will require increased unbudgeted pay
- Often have performance contracts with stringent regulations – will they be in breach if they cannot maintain contractual standards of care; will there be increased liability?
- Are currently running short of supplies- masks, sanitizer, etc. and this has just begun.

Arts, Culture,
Humanities

Event cancelations
and 'rescheduling'

Loss of earned
revenue

- Impacts to cash flow, sunk production costs
- Loss of gala, conference, & spring festivals and events impact annual funds that cover critical general operating dollars; also school visit revenue
- Organizations are stuck in contracts and terms with no plausible out. Insurance generally does not cover these types of issues.
- Facility costs continue regardless of income
- Future productions harmed – lack of rehearsal & production
- Staff & contact workers are often hourly, lower wage

Childcare/Daycare

- Parental planning for day care closures and exposure related events
- Many marginal workers utilize a matrix of in-home care providers and family – these are at risk which will impact work or child safety
- Seeking guidance on protocol for returning children to ill parents; what to do with kids of single ill parents?
- Seeking guidance for exposure events

After School & Community Centers

- Senior Centers, after school care, are often paid for performance – they have contractual obligations in order to be paid.
- As seniors and kids stay ‘socially distant’ these agencies loose revenue. Some in WA have already closed.
- Senior centers provide critical nutrition/meal services and medical maintenance/check in
- Many after-school programs bridge the day care gap for hourly worker schedules keeping kids safe & fed.

School Closures

- School is a meal for 30M kids in US
- School is also day care for many working families
- Schools must implement distance learning 'on the fly' many smaller districts are unprepared and un-equipped to do so.
- Many hourly workers and the employees of contractors serve college and university campuses – all will be hurt by campus closures.

Capacity



Response Capacity is Low

- *The biggest problem off the top is there's sort of like a surge capacity. This all-hands-on-deck metaphor, of people getting pulled off of all sorts of things to work on this, some of that's okay. But the problem is you're pulling across all of these programs, all of which have been cut and chopped away at over the last few years, so there's not the same capacity as there once was.*

Capacity

Most agencies are working on mitigation strategies directly tied to mission delivery.

Tasks will quickly merge with business continuity concerns

- Financial Sustainability
- Workforce continuity, overtime & stress or necessary layoffs
- Altered fundraising & pay for performance issues
- Dealing with donors (altered programs, outcomes delivery, performance thresholds)
- Technology for biz continuity and communication
- Risk management, safety and legal (OSHA, etc.)
- Crisis communication
- Policy creation & management

Capacity



Financial Crisis/Stress

- Reserves for many do not exceed 3 months
- Priority changes and demand surge are unbudgeted
- Market fall has damaged reserve funds and endowments
- Many fee-for-service contracts have inflexible performance based reimbursement.
- Market fall may hurt overall annual giving once the reactionary surge is done

Government Response

Federal

The Families First Corona Virus Response Act

- This bipartisan bill authorizes free testing for coronavirus, paid emergency leave, enhanced unemployment insurance, and improved food and health security. This legislation awaits Senate action.
- **Passed the house on 3/14**
- **“technical corrections” 3/16**
- **2 GA Congressmen Hice & Loudermilk voted NO (2/40 no votes)**
- **Senate working now – Nonprofits need to call and urge passage.**

Senator David Perdue

- email at website: [Purdue Email](#)
- Call: [\(404\) 865-008](#)

Senator Kelly Loeffler
email at website:

[Loeffler email](#)

- Call: (202) 224-3643

Sign on to our letter [HERE](#)

Emergency Assistance

\$1 Billion to Emergency Food Assistance

- **School lunch**
 - Can now be provided in non-congregate setting.
 - Currently Atlanta has specific school pick up sites; Gwinnett is delivering meals at school bus stops. Other communities are implementing similar initiatives.
 - EBT transfers if out of school +5 days
- **WIC**
 - Waivers to remove requirement to be physically present at a WIC Clinic to get
 - Gives authority to remove any barriers for participation that the emergency may present
- **SNAP**
 - Suspends the work and work training requirements for SNAP during this crisis.
 - provide temporary, emergency CR-SNAP benefits to existing SNAP households up to the maximum monthly allotment,

Senior Nutrition Program

Includes \$250 million for the Senior Nutrition program in the Administration for Community Living (ACL)

- Provides approximately 25 million additional home-delivered and pre-packaged meals to low-income seniors who depend on the Senior Nutrition programs in their communities.
- This funding will provide meals to low-income seniors:
 - Who are home-bound;
 - who have disabilities;
 - who have multiple chronic illnesses;
 - as well as caregivers for seniors who are home-bound.

Emergency Paid Sick Leave

Requires employers with less than 500 employees and government employers to provide employees two weeks of paid sick leave, paid at the employee's regular rate,

- to quarantine or seek a diagnosis or preventive care for coronavirus;
- or paid at two-thirds the employee's regular rate
- to care for a family member for such purposes or
- to care for a child whose school has closed,
- or child care provider is unavailable, due to the coronavirus.
- Full-time employees are entitled to 2 weeks (80 hours) and part-time employees are entitled to the typical number of hours that they work in a typical two-week period

Paid Family Medical Leave

Provides employees of employers with fewer than 500 employees (Currently changed to 50+) and government employers, who have been on the job for at least 30 days, with the right take up to 12 weeks of job-protected leave under the Family and Medical Leave Act to be used for any of the following reasons:

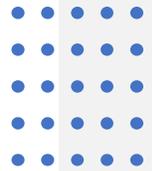
- To adhere to a requirement or recommendation to quarantine due to exposure to or symptoms of coronavirus;
 - To care for an at-risk family member who is adhering to a requirement or recommendation to quarantine due to exposure to or symptoms of coronavirus; and
 - To care for a child of an employee if the child's school or place of care has been closed, or the child-care provider is unavailable, due to a coronavirus
- 2 Weeks full pay or 'normal' number of hours worked per week or average number for variable work employees.
- Remainder at 2/3's pay
- **Employers with less than 50 employees may have a waiver option.**

EMPLOYER Tax Credits for Sick Leave

- The proposed legislation allows employer relief in the form of a credit toward portion of the social security tax that employers pay. This includes nonprofits & also self-employed workers (Artists for example). Credit can be up to 100% of tax payments per quarter.
- **qualified reasons:**
 - For workers who must self-isolate, obtain a diagnosis, or comply with a self-isolation recommendation with respect to coronavirus can claim is capped at \$511 per day or max \$5,110
 - Workers caring for a family member or for a child whose school or place of care has been closed, the amount of qualified sick leave wages taken into account for each employee is capped at \$200 per day or max \$2000
- The tax credits are applied against employer Social Security taxes, but employers are reimbursed if their costs for qualified leaves exceed the taxes they would owe.

Employer Tax Credits for Family Medical Leave

- This section provides a refundable tax credit equal to 100 percent of qualified family leave wages paid by an employer for each calendar quarter.
- The amount of qualified family leave wages taken into account for each employee is capped at \$200 per day and \$10,000 for all calendar quarters.
- The tax credits are applied against employer Social Security taxes, but employers are reimbursed if their costs for qualified leaves exceed the taxes they would owe.



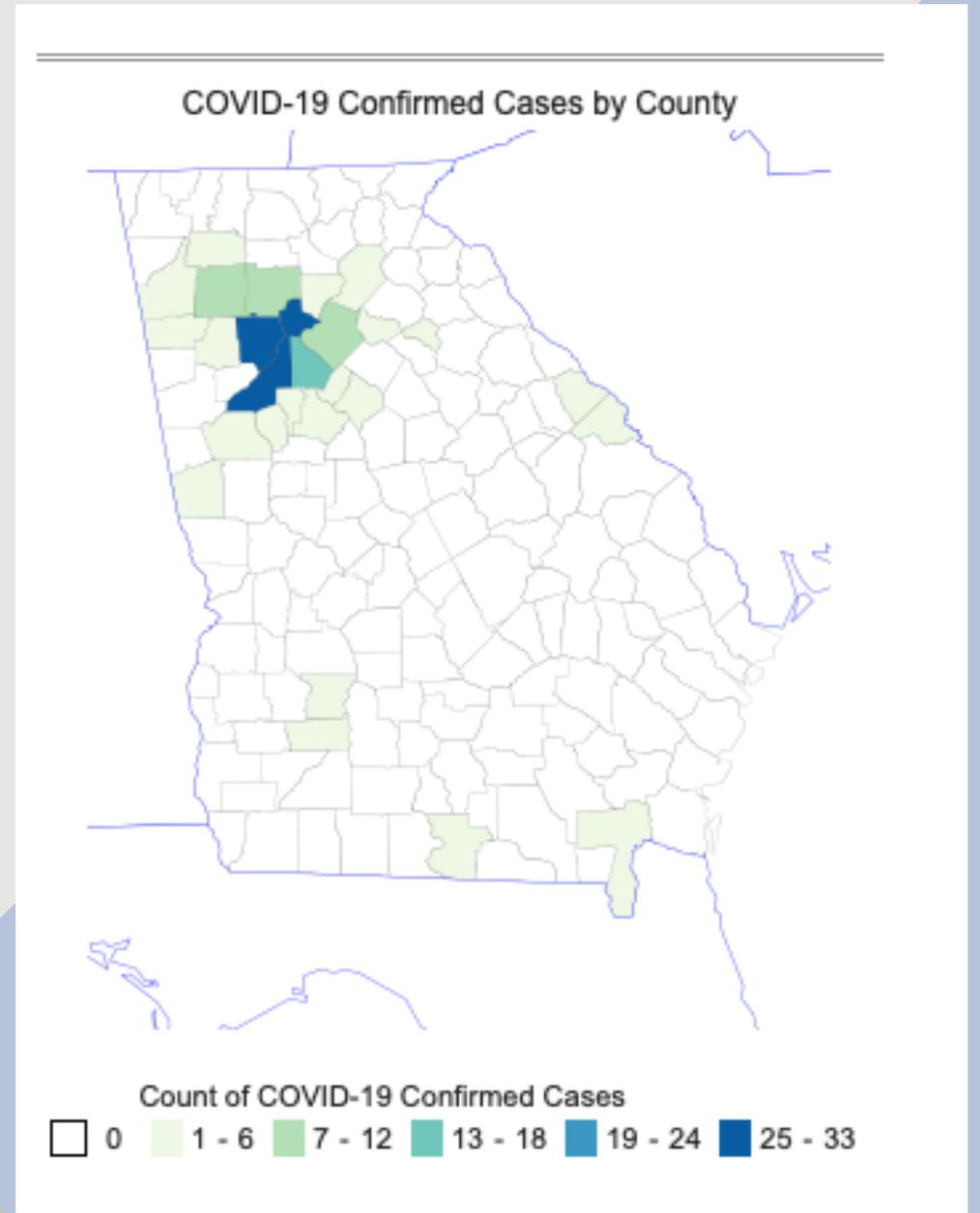
Keep in mind..

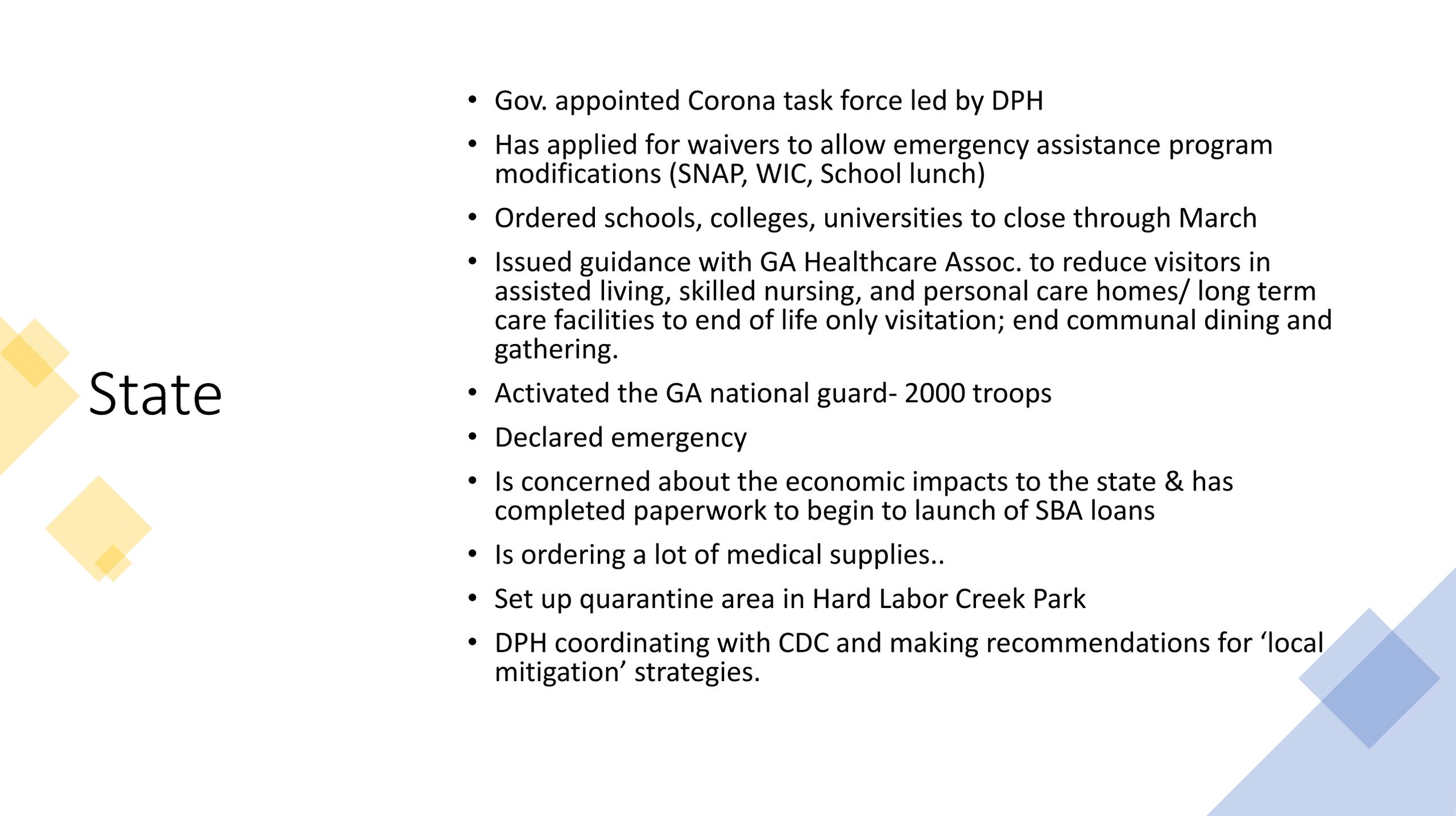
- There is Some Speculation the Senate Will Make Changes Before the Bill is Final:
 - Getting rid of 500 employee cap?
 - Trying some alternative to address cash-flow challenge of employers paying leave wages and then seeking relief via tax credits.
- However, as of 3/17 the dynamic seemed to be shifting to the Senate passing the bill as is to focus on other parts of the coronavirus stimulus response
- Please note: This is preliminary information that is changing frequently; refer to updated Act language for most current information and contact your attorney with any questions

Testing

- Reimbursement for Diagnostic Testing and Services for COVID-19 in Uninsured Individuals— Includes \$1 billion for the National Disaster Medical System to reimburse the costs of COVID-19 diagnostic testing and services provided to individuals without health insurance
- Requires the following to provide coverage for COVID-19 diagnostic testing, including the cost of a provider, urgent care center and emergency room visits in order to receive testing. Coverage must be provided at no cost to the consumer.
 - Private health plans
 - Medicare Part B
 - Medicare Advantage
 - TRICARE

What we know so far
about state & local
coordination efforts





State

- Gov. appointed Corona task force led by DPH
- Has applied for waivers to allow emergency assistance program modifications (SNAP, WIC, School lunch)
- Ordered schools, colleges, universities to close through March
- Issued guidance with GA Healthcare Assoc. to reduce visitors in assisted living, skilled nursing, and personal care homes/ long term care facilities to end of life only visitation; end communal dining and gathering.
- Activated the GA national guard- 2000 troops
- Declared emergency
- Is concerned about the economic impacts to the state & has completed paperwork to begin to launch of SBA loans
- Is ordering a lot of medical supplies..
- Set up quarantine area in Hard Labor Creek Park
- DPH coordinating with CDC and making recommendations for 'local mitigation' strategies.



Local

- Bloomberg Philanthropies are coordinating national Cities Response
 - States of Emergency:
 - Atlanta Mayor declares state of emergency to expand powers to combat the spread like limiting gatherings to under 50.
 - Some county leaders have declared an emergency like Gwinnett.
 - Many counties are implementing emergency food assistance drop sites – some are not opening until later this week.
 - Some cities are putting in measures to combat foreclosures, cyber crime escalation, etc.
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What is missing here?



Involvement from Nonprofits

in governmental COVID planning efforts

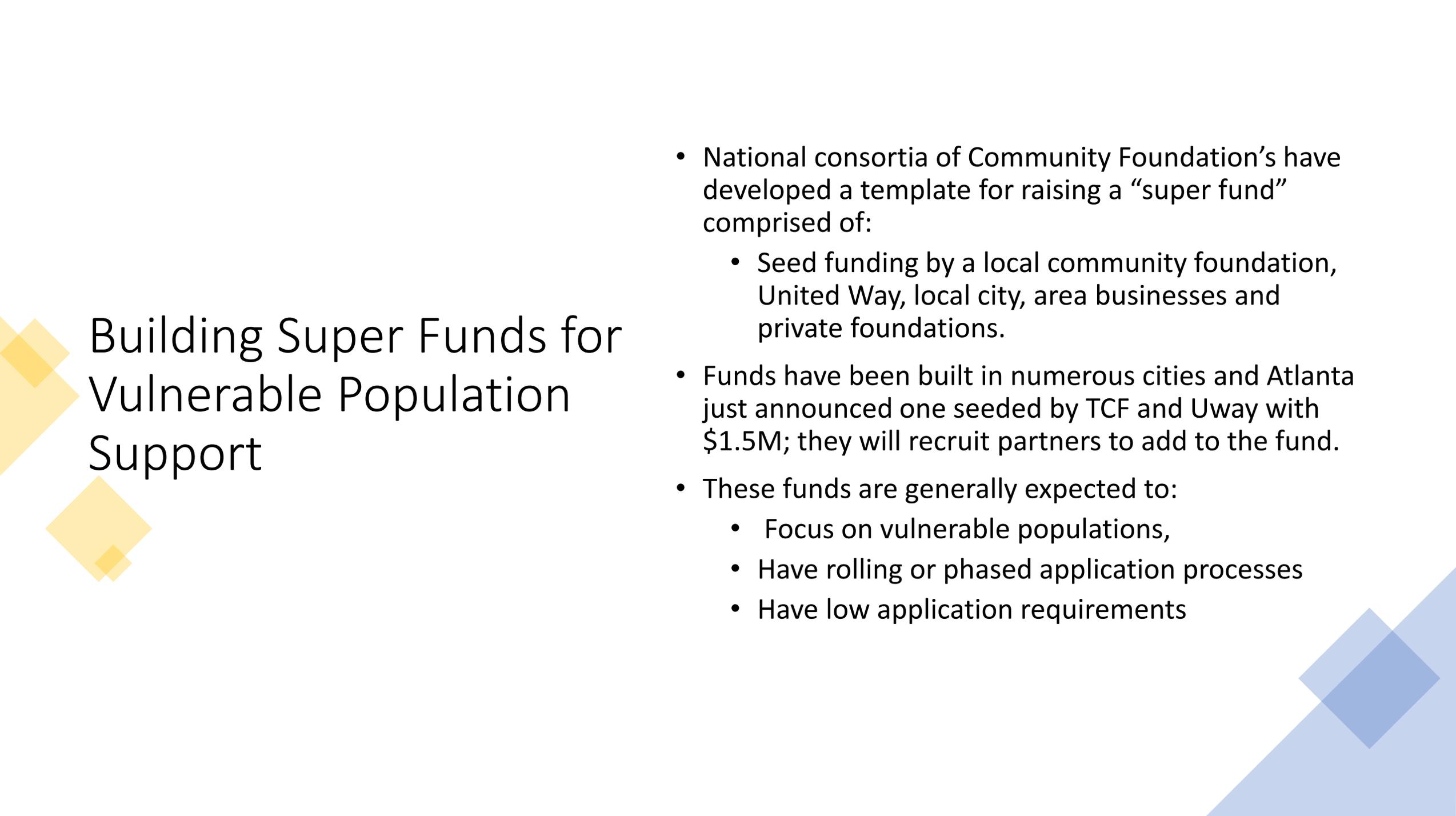
What are we doing?

- Asking for NP reps to be on State Task Force or provide mechanism for input
 - Reaching out to municipal leaders to discuss nonprofit inclusion in planning
 - EXAMPLE: Northwest Georgia COVID-19 Task Force consisting of community leaders from city and county governments, school systems, health departments and emergency response agencies.
 - Example: Seattle DPH schedules weekly nonprofit call for updated info and Q&A
 - Keeping our GCN resource pages up to date with county and city coordinating efforts.
-



What do we know
so far about what
funders might do?





Building Super Funds for Vulnerable Population Support

- National consortia of Community Foundation's have developed a template for raising a "super fund" comprised of:
 - Seed funding by a local community foundation, United Way, local city, area businesses and private foundations.
- Funds have been built in numerous cities and Atlanta just announced one seeded by TCF and Uway with \$1.5M; they will recruit partners to add to the fund.
- These funds are generally expected to:
 - Focus on vulnerable populations,
 - Have rolling or phased application processes
 - Have low application requirements

Examples

Seattle

Grants are being directed to:

- Support economic impact of reduced and lost work
- Immediate needs of economically vulnerable populations caused by closures & cancellations
- Increased demand for medical information and support
- Fear and confusion about the outbreak among most vulnerable

GENERALLY, target populations are:

- People without health insurance and/or access to sick days
- Limited English language proficiency
- Healthcare & gig economy workers
- Communities of color

L A

FUNDING PRIORITIES

The fund will make grants on a rolling basis addressing **emerging needs** in the community with an initial focus on education, health, homelessness, and individual assistance through our nonprofit partners:

- **School Closures** – Grants will help service providers respond to needs of students and families from ensuring access to educational resources, meals, to socio-emotional supports.
- **Homeless Residents** – Grants will help housing providers and shelter operators respond to needs for outreach, social distancing, isolation, and for increased demand for emergency services.
- **Health Clinics** – Grants will help clinics respond to increased patient flow, triaging those who are sick, exposed, or in need of testing.

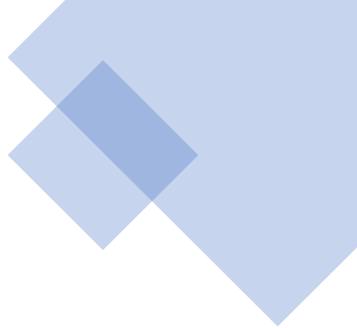


GA Grantmakers

GGA meeting this week to discuss a response strategy. This would include statewide considerations.

LIKELY:

- Many will join a superfund
 - Some will also shore up current grantees
 - Extend grant deadlines and reporting
 - More operating \$ – looser constraints
- 



Business

- Focused on employee assistance
 - Some will join super fund
 - Will likely focus on grantee pool – shoring up & supporting
 - Will assess community needs and pair “who they are” with those needs
 - – i.e. ABA legal help
 - Tech platform donations
 - Shipping help: Coca-Cola Company and UPS/UPS Foundation have been partnering with MedShare to ship (globally) lifesaving medical supplies like protective masks and isolation gowns to areas most heavily affected by COVID-19.
 - Blood: Some companies that regularly partner with Red Cross are encouraging employees who feel comfortable to donate blood.
- 



GCN Recommendations

- Extend current grant deadlines
- Loosen program support to embrace operating support
- Consider **giving more than 5%**
- Take a breath and a phased approach – there is a good bit of federal money for initial food security response. Consider other emerging gaps (like lack of volunteers to deliver, or other sub-sector needs) and assess short, mid term and long term needs in emergency assistance.
- Consider making all grants general operating



Press

- Area TV I& other media looking for:
 - Opportunities to communicate how the public can help
 - Compelling stories of Nonprofits serving COVID needs

NP Action - Now

We need nonprofits to:

- ✓ Sign on to our letter to Senator Purdue & Loeffler urging Families First passage
- Following this session, each of you will get that link via email. Please sign & provide your logo.



NP Action – Next 2 weeks

We need to work together to:

- Rapidly work toward proactive cohesive recommendations for donors/resources supporting the sector's mission related work & organizational sustainability
 - Influence federal legislation to include NP's
 - Create formal channels to provide input to State & local implementation of funding & community support measures
 - Create a unified public engagement appeal using the press and key messaging
 - Cohesively advocate for general operating support, business continuity planning and flexible process such as relaxed deadlines
 - Proactively support problem solving with peers
-

How?

1. Survey of immediate & projected impact, short & long term needs – **next week**
2. Formalize Nonprofit COVID Task Force – **subsector/channel leaders by next week**
3. Need to establish local NP COVID teams – Local channel leaders ASAP
4. Sign on: to our call for input & guidance inclusion in response decision making – State government & donors – **by Friday (link coming in email)**
5. Media contacts & proactive story feeds – **ongoing (instructions coming)**
6. Share critical needs proactively - **ongoing (list serve coming)**

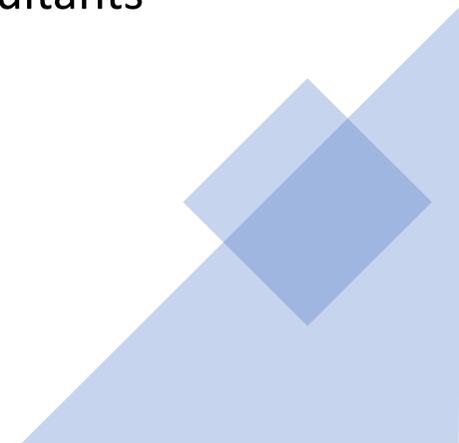


GCN Resources & Guidance

Resource pages with links to many guidance docs, tools, resources including

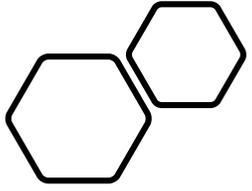
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- 

Some immediate considerations in the works

- Can the sector leverage GA GIVES DAY platform, media network to make one clarion call to public?
- Need to share sources for med supplies:
 - Med Share has some masks, gloves, etc. that they are providing to NPs here as an example.
 - Can NPs coordinate an ask to all closed businesses to share their sanitizer supply with front line NPs? Could agencies already distributing food, get it out to these NP shelter locations?
- Could agencies that will get an influx of \$\$ like food distribution hire furloughed workers from other sectors (arts, afterschool, etc.), if so, how can we coordinate?
- Can we immediately work with DPH to coordinate information to & from providers? Best mechanism?



Town Hall #2 to be scheduled



Updates on funding
& deployment



Results of survey &
insights



Task Force
recommendations &
actions



Best examples of
creative problem
solving



New Developments



Questions?



Hang in there!
Together,
We've Got
This!

