



FNA Member Update

September 8, 2023

HURRICANE IDALIA UPDATE

On August 29-30, Hurricane Idalia traveled up the west coast of Florida, crossing into land in the Big Bend. If your community has been affected by Hurricane Idalia, please check out our [Disaster Resources webpage](#). It includes information by county of resources available, as well as the recording of our Hurricane Idalia check-in call from Tuesday afternoon.

Hurricane season is not over – if you have not yet made a disaster preparation plan, it's not too late! You can find resources at the bottom of the [Disaster Resource page](#), and please [reach out](#) if you have any questions.

NONPROFITS COUNT CONFERENCE

Only three weeks to go! Have you purchased your ticket?
[Register today to join us!](#)

2023 Nonprofits Count Conference: Impact for Today and Tomorrow
September 29, 2023
Winter Park, Florida
[Register today!](#)

Nonprofits Count! is FNA's bi-annual gathering that brings the leaders of our state's nonprofits together to discuss advocacy and the state of our sector. Join 125 of your nonprofit peers in Orlando for a full day of networking, learning, discussing, sharing, and planning.

Keynote Preview:

Crisis as a Catalyst for Change

Nonprofits are often on the forefront of crises in our communities – natural disasters, man-made disasters, environmental emergencies, acts of violence, and more. The nonprofit sector is uniquely positioned to both have a comprehensive understanding of local issues, places, and residents and to be called upon to help after a crisis occurs. So how can nonprofits be prepared

to both respond and prepare for or prevent crises? Join our keynote presenter, Isaiah M. Oliver, new president of The Community Foundation of Northeast Florida and former president of the Flint Community Foundation (MI), who will share what he has seen as the role and responsibilities of the nonprofit and philanthropic sector after a crisis. Then, a panel of organizations that have recently actively responded to a crisis will share lessons learned and answer your questions.

Panelists include:

- Eileen Connolly-Keesler, Collier Community Foundation
- Deborah Bowie, onePULSE Foundation
- Michelle Boggs, Classy

[Click here](#) to read more about this and the other five sessions that will take place at the conference.

The day will be a combination of listening and learning with discussion and interaction. This event is perfect for CEOs, Board members, policy staff, and anyone else who is interested in how public policy, research, and civic engagement affects the nonprofit sector in Florida.

[Click here for more information and to register.](#)

FEDERAL UPDATE

Changes to the Salary Threshold for Overtime Pay from the Department of Labor

The U.S. Department of Labor (DOL) released new proposed regulations on the salary threshold under the Fair Labor Standards Act (FLSA). The proposed regulations would increase the salary threshold for overtime pay by nearly 55% over the current level.

Currently, FLSA requires employers, including nonprofits, to pay their employees at least \$7.25 per hour and to pay employees one-and-one-half times their regular rate of pay when they work more than 40 hours in a workweek. Employees are exempt from the FLSA overtime pay requirement if they:

1. Are paid on a salary basis (meaning they are paid the same amount each week regardless of how many hours they actually work);
2. Are paid at least \$684 per week (\$35,568 per year); and
3. Exercise job duties that are classified as administrative, executive, or professional.

The proposed new rule would raise the salary threshold for exempt employees from \$684 per week (\$35,568 per year) to \$1,059 per week (\$55,068 per year). If the rule were to take effect, this would mean that nonprofits with exempt employees with salaries between \$35,568 per year and \$55,068 per year would need to either increase these workers' salaries or pay them one-and-one-half times their regular rate of pay when they work more than 40 hours in a workweek.

The proposed rule also would raise the compensation level for highly compensated employees (subject to less-detailed duties tests) from its previous amount of \$107,432 to \$143,988 annually.

The proposed regulations make no changes to the duties tests for administrative, executive, and professional employees. However, in addition to raising the salary threshold to \$55,068 per year, the proposed regulations would create a process to automatically increase this threshold every three years. This would effectively force nonprofits to regularly increase compensation of their exempt employees to keep up with the higher salary threshold.

Practically, the proposed overtime rule would have two major implications for nonprofits:

1. Many nonprofits would have increased labor costs and/or would need to cut back on the hours that many staff work. This change could cause significant financial challenges for nonprofits and could exacerbate the nonprofit workforce shortage crisis (see the second item in today's Nonprofit Policy Update for more details).
2. Many people who receive services from nonprofits and would be subject to being reclassified as non-exempt would be paid more and/or would work fewer hours than they currently do. This change could help complement the work of many nonprofits.

Nonprofits and others have 60 days (around the end of October) to submit public comments. After DOL receives and reviews these comments, it could make some changes to the proposed regulations before issuing final regulations. It is likely that the new salary threshold will ultimately take effect sometime in 2024.

- [Click here](#) to read FAQs about the proposed rule.
- [Click here](#) for the Notice of Proposed Rule Making.

Student Loan Repayment Begins October 1st

Student loan interest resumed accumulating on September 1st, and payments will be due starting in October 2023.

If you, your staff, or your clients are worried about student loan payments resuming, please make sure you know about two programs:

1. The Department of Education has released SAVE, an updated Income-Driven Plan that will help lower monthly payments for student loan borrowers. This new plan includes many improvements, including:
 - Lower monthly payments
 - Any unpaid interest will be covered so your loan balance doesn't increase
 - Allows borrowers to maximize forgiveness by lowering the total amount paid over the lifetime of their loans
2. Public Service Loan Forgiveness (PSLF) program - The PSLF program allows borrowers who work full-time for a charitable nonprofit or government to essentially work off part of their debt in exchange for their public service. Once those borrowers have worked full-time in public service for 10 years and made 120 qualifying monthly payments under a qualifying repayment plan, then the PSLF program that Congress enacted in 2008 forgives any remaining balance on a borrower's direct federal student loans. This program is still in effect, and [new regulations have gone into effect](#) this summer that broaden eligibility and clarify which loan payments can be credited toward forgiveness.

Through your FNA membership, you have access to our partner [Savi](#), who can ensure you're set up with the lowest monthly payment plan. To see if you qualify for this new plan and enroll before payments resume, we recommend that you register for your free account with Savi. The student loan policy experts, advocates, and borrowers at Savi will keep you up to date on all details related to student loan news. In addition, you can [register for a Savi webinar on October 4th at 4PM ET](#) to learn more.

If you have any questions about your membership benefits, please reach out to [Veronica](#).

GRANT OPPORTUNITIES

Volunteer Florida Foundation: Funding for Rural Communities

Deadline: September 20, 2023

Volunteer Florida Foundation's Rural Community Assets Fund (RCAF) is offering a special grant focused on strengthening the power and capacity of community organizations to further their missions by recruiting, equipping and mobilizing volunteers who serve Floridians in rural communities.

With RCAF grants, organizations will increase one of the following outcomes: Number of individuals served, types of services provided, and number of individuals served per organization. The Volunteer Florida Foundation will provide grantees with comprehensive training, ongoing technical assistance, and coaching to establish or strengthen their existing volunteer base. Applicants may request between \$5,000 and \$10,000. To view the Notice of Funding and application guidelines, [click here](#).

This email is a benefit of your FNA membership.

Have a question about your membership? Not sure how to access your benefits?
[Schedule a time to virtually meet with Veronica Inberg](#), FNA's Membership and Programs Coordinator!

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