



FNA Member Update September 22, 2023

NONPROFITS COUNT CONFERENCE: Impact for Today and Tomorrow

**September 29, 2023
Winter Park, Florida**

Registration closes next week! Only five spots left!
[Register today to join us!](#)

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.

Sessions include:

- Crisis as a Catalyst for Change
- Collaborations for Greater Impact
- What Nonprofits Should Expect from the 2024 Elections
- Engaging Volunteers Across Generations
- Giving Trends of Young Floridians

Plus time to network with your peers, relax in the beautiful Center for Health and Wellbeing, and strategize about what your organization's future impact could be.

[Click here](#) to view the agenda, learn about the speakers, and view logistic information. We hope to see you there!

[Click here to register](#)

STUDENT LOAN REPAYMENT

Student Loan Repayment begins on October 1st. Please share with your employees and clients and ask them to contact their lenders to get the most up-to-date information on how and how much to pay on their loans.

Through your FNA membership, you have access to Savi. They are hosting an additional borrower education webinar on September 27th at 4PM ET to learn how you should prepare, including information on the Public Service Loan Forgiveness program and the new SAVE income-driven repayment plan.

[Click here to register.](#)

FEDERAL UPDATE

Looming Government Shutdown

Unless Congress passes a temporary funding measure by September 30th, a shut down of the federal government is expected beginning October 1st. If the federal government is not funded, military and law enforcement officials will go unpaid, FEMA's disaster relief fund could be depleted, funding for Head Start and WIC will be paused, and clinical trials and environmental and food safety inspections could be delayed.

The National Council of Nonprofits joined 36 other national nonprofits in [signing and sending a letter](#) calling on Congress to enact appropriation bills and avoid a federal government shutdown.

There are at least two legislative approaches designed to end the threat of government shutdowns. The first, introduced in January by Senators Lankford (R-OK) and Hassan (D-NH), is the **Preventing Government Shutdowns Act**, [S. 135](#). The other is the **End Shutdowns Act**, ([S. 2729/H.R. 5353](#)) introduced recently by Senator Kaine (D-VA) and Representative Beyer (D-VA). We don't know if either is likely to pass, but they do present hope that something other than *status quo* will be tolerated.

Department of Labor Proposed Overtime Reforms

The U.S. Department of Labor (DOL) has announced [proposed new regulations](#) designed to update and revise overtime protections for millions of workers employed by nonprofits, for-profits, and governments. [Click here](#) to read the National Council of Nonprofits' analysis of the proposed changes. The draft regulations, which will not go into effect (if at all) until after a period of public comment and analysis, would increase the minimum salary level that white-collar employees must be paid (from \$35,568/year to \$55,068/year) to exempt them from overtime pay of time and half of wages for hours worked in excess of 40 in any week. The Labor Department is also proposing raising the minimum

salary level for “highly compensated employees” from \$107,432/year to nearly \$144,000/year, and establishing a mechanism for automatically raising these salary levels in the future. Nonprofits should share how the proposed increase in the minimum salary levels will affect operations, resources, and staffing, as well as factoring in what is equitable for the nonprofit workforce and persons relying on nonprofit services, with the Department of Labor [in the form of comments](#) to the proposed regulations. Comments are due on November 7, 2023.

OPPORTUNITY

US Small Business Administration Office of Advocacy will host a roundtable next week to discuss the DOL’s proposed overtime rule. The Advocacy Office of the SBA is usually very responsive to nonprofit concerns. The roundtables are **Tuesday, September 26 and Wednesday, September 27, from 1-3PM ET**. If you would like to participate, please send your RSVP for ONE of these meetings to Janis Reyes at Janis.Reyes@sba.gov. A meeting link will be shared when you RSVP.

Employee Retention Tax Credits

Last week, the Internal Revenue Service [announced a moratorium on processing](#) new Employee Retention Tax Credit (ERTC) applications until at least 2024 because of the recent flood of fraudulent applications for the refundable payroll tax credit. This means that nonprofits that were eligible for the ERTC for 2020 or 2021 and have not yet filed for the tax credit will need to wait until at least early 2024 for the IRS to process their applications. The moratorium does not affect previously filed, pending claims for the ERTC. Also, last week, the IRS issued a new [Eligibility Checklist](#) to help nonprofits and businesses avoid scams by better assessing whether they meet the qualifying standards for the ERTC.

STATE UPDATE

Florida Minimum Wage Increase – September 30th

Florida voters approved a ballot measure in 2020 to increase minimum wage to \$15 per hour by 2026. Effective Sept. 30, 2023, it increases to \$12, with regular \$1 increases through 2026. The schedule is as follows:

- 2022 – \$11
- 2023 – \$12
- 2024 – \$13
- 2025 – \$14
- 2026 – \$15

Starting in 2028, the minimum wage will move to indexed increases based on the applicable Consumer Price Index. But the Florida minimum wage will increase on Jan. 1, 2028, and in succeeding years, with state officials announcing the adjusted rate on Sept. 30 of the prior year. The hourly rate for tipped employees remains the same, \$3.02.

[Click here to read more.](#)

Florida Medicaid Redetermination Update

As reported by [News Service Florida](#): As Florida continues [Medicaid redeterminations](#), enrollment in the state's safety-net program declined by over 105,000 beneficiaries in August, continuing a trend of decreasing enrollment. More than 525,000 people have lost Medicaid coverage in Florida since the process began earlier this year. Florida Medicaid officials began eligibility redeterminations to remove recipients who no longer meet income-eligibility criteria in April after Congress passed a spending plan late last year ending the requirement that states keep residents enrolled in Medicaid for the duration of the federal COVID-19 public health emergency. Florida is one of only ten states that has declined to accept federal money to expand Medicaid under the Affordable Care Act. State health regulators initially estimated around 900,000 people would be removed from the program by June, but only ended up with about 500,000 fewer enrollees, potentially leading to a budget deficit this fiscal year and requiring more state funds for the program next year. Some who lost coverage are also [suing the Agency for Health Care Administration and the Department of Children and Families for alleged improper termination](#) and violation of due process rights. Others removed from the program as a result of procedural reasons reported difficulty contacting the state agencies that oversee Medicaid, citing call abandonment and long wait times. Additionally, several Florida and national advocacy groups [filed a complaint with the federal government alleging that minority families have unfairly been discriminated against](#) in Florida's redetermination process, with Spanish speakers being affected disproportionately due to language barriers.

NEW FNA RESEARCH

Nonprofit Workforce Shortage Survey.

In April 2023, more than 1,600 charitable nonprofit organizations across the US completed the nonprofit workforce shortages survey, including more than 40 from Florida. The report tells us:

- Four out of five (80 % Florida nonprofits completing the survey reported experiencing job vacancies
- Nearly seven out of ten (68.9%) nonprofits in the state responded that they have more vacancies compared to before the COVID-19 pandemic, and 26.7 % have longer waiting lists for services. Four out of five (80.6%) respondents with vacancies identified program and service delivery as a category with vacancies.
- 80.0% of responding organizations said salary competition affects their ability to recruit and retain employees, followed by budget constraints/insufficient funds (71.1%).
- Almost two-thirds (64.5%) of respondents anticipate the amount of donations will decline or remain flat for 2023.
- More than half (53.4%) expect the number of donors to decline or remain the same this year.

To see our solutions and recommendations and to read the full report, [click here.](#)

OPPORTUNITIES

The Valiente Accelerator

DEADLINE TO APPLY: October 20th

The Valiente Fund announces the Valiente Accelerator, a capacity-building program and grant to build out the organizational infrastructure of emerging Latine power-building groups in Florida and three other states. The cohort will consist of 10 groups and will receive training, peer learning, and coaching to shore up and bolster their operating systems, including finance, budgeting, compliance, and other back of house functions, along with a general support grant between \$50K-\$100K. [Click here for more information and to apply.](#)

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!*](#)

[Click here to unsubscribe](#)