RE: Pandemic and Workforce Shortage Relief for Charitable Nonprofits

Dear President Biden, Speaker Pelosi, and Leaders Schumer, McCarthy, and McConnell:

The COVID-19 pandemic – extended and exacerbated by the Delta and Omicron variants of the disease – has ravaged our Nation’s health and economy far beyond anyone’s expectations. For every major natural disaster since Hurricane Katrina, Congress has approved relief packages – and extended additional relief – as the needs of the residents required. At this stage in the pandemic, more assistance is clearly needed, both to continue expired and expiring supports and incentives, and to address emerging challenges. One such new challenge, the nonprofit workforce shortage, demands your immediate attention. The undersigned organizations are united in our call for prompt legislative action to address the hardships of these dual problems charitable organizations are facing – the persistent pandemic and the community adversities caused by staffing shortages at charitable organizations.

Throughout this global crisis, the public and policymakers at all levels have relied on the commitment, compassion, and endurance of charitable nonprofits to provide direct, immediate relief in communities throughout the country. By all accounts, the pandemic continues to disrupt lives and the economy, factors that normally and rightly motivate Congress to enact disaster relief that provides direct funding and tax relief to those most directly affected. Charitable organizations and the people we serve have utilized many forms of relief. While certainly appreciated, most of these policy supports crafted to help nonprofits help others have expired; yet the needs remain great as charitable organizations struggle to provide pandemic relief in the face of continuing health risks, lost revenues, and the lack of available staff.

Further, once the pandemic is defeated and other sectors of the economy return to “normalcy,” the public will still turn to charitable organizations to help them recover through education and healthcare, social services designed to help rebuild lives and careers, and cultural and faith engagements dedicated to restoring hope, inspiration, and trust. Yet, many charitable entities are experiencing unprecedented workforce shortages that prevent them from addressing the current relief and future recovery functions they are called on to perform. Charitable organizations are also dealing with a drastic decline in volunteers who are unable or hesitant to provide their usual level of support for the missions they care about.

In light of the foregoing, we respectfully call on Congress and the Administration to advance the following policy priorities that will help overcome the unique challenges charitable organizations are facing as they
struggle to serve our communities through and out of the worst public-health and economic crises of our lifetimes.

**Generating Resources to Meet the Needs of Relief and Recovery**

Although the natural disaster that is the pandemic continues to rage, three disaster relief charitable giving incentives were allowed to expire at the end of 2021. Greater incentives for charitable giving are needed more than ever as nonprofits respond to the health and economic crises and will be critical in the future as nonprofits play an essential role in recovery efforts. We urge Congress and the Administration to renew the **universal charitable (non-itemizer) deduction** at least through 2022 and significantly increase the cap on the deduction, as proposed in the bipartisan **Universal Giving Pandemic Response and Recovery Act** (S.618/H.R.1704). Similarly, we call on policymakers to extend two additional disaster-relief giving incentives that expired on December 31, 2021 – the provision permitting individuals who itemize to deduct charitable donations up to **100% of their adjusted gross income** and the measure allowing corporations to deduct charitable donations up to **25% of taxable income**.

**Addressing Critical Staffing Shortages**

Prior to the pandemic, charitable nonprofits employed more than 12 million people, making them the third largest industry in the country – larger than the construction, financial services, and manufacturing industries. As of December 2021, there are 450,000 fewer employees in the nonprofit sector as charitable organizations report significant difficulties retaining staff and filling vacancies. Recent data confirm that four in five (79%) nonprofits identified **salary competition** as a factor preventing them from filling job openings and nearly a quarter (23%) stated that the **inability to find child care** affected recruitment and retention. The impact of the shortages can be seen in virtually every community as nonprofits are forced to restrict needed services, institute waiting lists, or close operations entirely. Because individuals and communities rely so heavily on charitable nonprofits for their wellbeing, the nonprofit workforce shortage impacts everyone.

Several policy solutions are readily available to alleviate this workforce crisis. We call on Congress and the Administration to retroactively restore the **Employee Retention Tax Credit**, as proposed in the bipartisan ERTC Reinstatement Act (H.R. 6161/S. 3625), extend this refundable payroll tax credit through 2022, and modify nonprofit eligibility beyond the current “gross receipts” test and definition of eligible payroll expenses to include child care and education subsidies to reflect the increased costs charitable organizations experienced as they struggle to maintain or expand services to meet local needs throughout the health and economic crisis.

As noted, the problem of attracting and retaining candidates is one of the most significant challenges nonprofit and other employers face in maintaining high-quality, affordable, and available child care. Maintaining quality, safety and enriching environments that nurture children is costly. Yet, providers are reluctant to pass on higher costs to families, because the price of child care already makes this critical service out of reach for too many families. Women – who comprise 66% of the nonprofit workforce – have been disproportionately impacted by the lack of child care, in part due to the outsized caregiving burden they carry for their households and communities. As employers and, in many cases, child care providers, charitable nonprofits are deeply concerned that the lack of child care and equitable wages are impediments to all; as one expert said on a recent Federal Reserve webinar, “There is no recovery of the economy without child care.” Therefore, we urge Congress to provide **robust funding to expand access to high quality child care** that is affordable, dependable, and accessible, and supports livable wages and skill-based training for nonprofit child care professionals.
Any relief package should also include core components of the Work Opportunities and Resources to Keep Nonprofit Organizations Well Act, or WORK NOW Act (S. 740/H.R. 1987), which would infuse funds into the nonprofit community across the country to get people back to work and make sure nonprofits are able to meet the needs of the populations they serve. Further, we call on Congress to adopt essential reforms to the Public Service Loan Forgiveness program to, among other things, waive the full-time employment criteria during the pandemic and its immediate aftermath, expand the types of loans that may be forgiven, and overhaul the disqualification rules to reflect the original intent of Congress.

Promoting the Return of Volunteers to Nonprofits

In normal times, charitable organizations can expand their impact by leveraging the commitment of armies of volunteers who are dedicated to the work of nonprofits in their communities. Unfortunately for the organizations and the people they serve, volunteers have not returned to pre-pandemic levels and charitable nonprofits lack the capacity to manage and marshal volunteers in this changing environment. We believe it is essential that Congress and the Administration take action to help alleviate this challenge. First, we seek funding for efforts to strengthen the volunteer force in the United States by investing in capacity-building grants for volunteer management – targeted to pandemic-related volunteer shortages – and in the digital infrastructure to connect potential volunteers with the most pressing needs in their communities. Also, to provide an incentive and eliminate an unfair tax policy, we seek an increase in the Volunteer Mileage Rate for nonprofit volunteer drivers to the business rate (58.5 cents/mile) for 2022 and the elimination of the tax on mileage reimbursements up to the business rate.

We recognize that there are many reasonable and competing proposals for helping all recover from the pandemic. In many cases, policies can affect many sectors of the economy and we stand ready to support programs and proposals that advance the common good. It is important to note that programs and funds that remain operative, such as the State and Local Fiscal Recovery Funds under the American Rescue Plan Act, are vital lifelines to communities that are enabling governments, businesses, and nonprofits to identify and address immediate and long-term needs exacerbated by the pandemic. Most importantly, those funds are critically necessary to enable communities to advance racial justice and equity. In the strongest terms, we stress that funds should be allowed to serve their purposes and resist any suggestion that they be repurposed.

The charitable nonprofit sector is the backbone of our communities. We continue to face unprecedented challenges as we assist you and the American people in providing pandemic relief and economic recovery. We ask you to come together in prioritizing the proposals identified here in legislation you enact this year.

Sincerely,

National Organizations

| ACCSES | District of Columbia | Agudath Israel of America | District of Columbia |
| Acupuncturists Without Borders | Oregon | Alliance of Information and Referral Systems | Virginia |
| Advocacy & Awareness for Immune Disorders Association (AAIDA) | North Carolina | American Alliance of Museums | Virginia |
American Association for Museum Volunteers
American Behcet’s Disease Association
American Cleft Palate-Craniofacial Association
American Heart Association
American Library Association
American Lung Association
American Society on Aging
Americans for the Arts
Americans for the Arts Action Fund
Association of Fundraising Professionals
Association of Jewish Aging Services
Association of Performing Arts Professionals (APAP)
Association of Public Health Laboratories
Association of Zoos and Aquariums
Boys & Girls Clubs of America
Building Vision
Camp Fire National Catholic Charities USA
CenterLink: The Community of LGBT Centers
CoHousing Association of U.S.
Community Anti-Drug Coalitions of America
Council for Advancement and Support of Education
Council on Foundations
Covenant House
Dance/USA
Discover Life in America Easterseals
Feed The Children
Girl Scouts of the USA
Girls Inc.
Girls on the Run International
Goodwill Industries International, Inc.
Greenheart International Habitat for Humanity International
Healthy Schools Campaign
Hemophilia Federation of America
Ibero-American Action League
Independent Sector
InterExchange Inc.
JCC Association of North America
Jewish Federations of North America
KaBOOM!
Leadership 18
League of American Orchestras
Lutheran Services in America
March of Dimes
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<tr>
<td>ALABAMA</td>
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<td>ALASKA</td>
<td>Girl Scouts of Alaska, Koteff Accounting Group, LLC, No Limits Inc., The Foraker Group, Wrangell Mountains Center</td>
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<tr>
<td>ARIZONA</td>
<td>Arcs-span, Campesinos Sin Fronteras, Echoing Hope Ranch, Grand Canyon Youth, Jewish Family &amp; Children's Service, Laura's Foundation, Light Ranch Corporation, Mesa Martin Luther King Jr Celebration, Millia Promotional Services, Mt. Graham Safe House, Museum Association of Arizona</td>
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<td>ARKANSAS</td>
<td>New Pathways for Youth, Northwest Valley Connect, One Small Step, One Step Beyond, Inc., Prescott YMCA of Yavapai County, Resurrection Street Ministry, Incorporated, Scottsdale International Film Festival, Transplant Families, Valley Youth Theatre</td>
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Arkansans for the Arts
Teen Challenge Adventure Ranch

CALIFORNIA
A More Balanced World
Better Youth
Boys & Girls Club of Greater Shasta
Boys & Girls Club of Laguna Beach
Darnaud.org
David Brower Center
Education Francaise Bay Area (EFBA)
EnCorps. Inc.
Heather Farm Garden Center Association, Inc. dba The Gardens at Heather Farm
Jewish Family Service of Los Angeles
Jewish Family Service of San Diego
Jewish Family Services of Silicon Valley
JVS SoCal
OpenProgress
Orange County United Way
Sacramento LGBT Community Center
Silicon Valley Education Foundation
Walnut Avenue Family & Women’s Center

COLORADO
Colorado Nonprofit Association
Pikes Peak United Way 2-1-1
Senior Housing Options

CONNECTICUT
ARI of Connecticut, Inc.
Connecticut Community Nonprofit Alliance
CW Resources
Horizons
Journey Found, Inc.
MidState Arc, inc.
Perception Programs
Prime Time House
Sound Community Services, Inc.
The Connection

DELAWARE
Delaware Alliance for Nonprofit Advancement
Harrington Senior Center
Wilmington Alliance

DISTRICT OF COLUMBIA
Divine Revelations Ministries, Inc. (DRMI)
Museum for Black Innovation and Entrepreneurship

FLORIDA
Ann Storck Center
Born2BeAMan Inc
Carters Carter Community Services
Cathedral Arts Project
Delray Beach Community Land Trust
Families First of Palm Beach County
Florida Nonprofit Alliance
Girl Scouts of Southeast Florida
Girl Scouts of Tropical Florida
Girl Scouts of West Central Florida
Graceful Solutions, Inc.
Gulf Coast JFCS
Kathleen Anderson Comp Work Center DBA Inspire of Central Florida
Les Ailes du Desir Foundation, Inc.
Meals on Wheels of the Palm Beaches
Nonprofit Center of Northeast Florida
Pace Center for Girls, Inc.
Pediatric Oncology Support Team (POST)
Ruth and Norman Rales Jewish Family Services, Inc.
Spirit love and kindness for children families in need Inc.
The Unicorn Children’s Foundation, Inc.
United Partners for Human Services
Vero Heritage, Inc

GEORGIA
Boys and Girls Club of America
Elevating Scholars Through Alumni
Family Counseling Center of Central Georgia
Healthy Foundations
The Douglas Brothers Foundation Incorporated
The Houston County Association for Exceptional Woman-2-Woman & Associates

HAWAI‘I
Hawaii Alliance of Nonprofit Organizations (HANO)
Hawaii Arts Alliance
Hawaii Care Choices
Hawaii Yoga Institute
Healthy Mothers Healthy Babies Coalition
Ku‘ikahi Mediation Center
Maikai Health Corporation
Maui Economic Opportunity, Inc.
Outrigger Duke Kahanamoku Foundation
P.A.R.E.N.T.S., Inc.
Responsive Caregivers of Hawaii
Samaritan Counseling Center Hawaii
The Sugar Museum
What Makes You Feel Beautiful
YMCA of Honolulu

IDAHO
Idaho Nonprofit Center
Snake River Alliance

ILLINOIS
AgeGuide Northeastern IL
Allendale Association
BraveHearts Therapeutic Riding & Educational Center
Bureau county Senior Citizens Association
Forefront (Illinois)
Girl Scouts of Central Illinois
HandsOn Suburban Chicago
Healthy Schools Campaign
HYDE PARK NEIGHBORHOOD CLUB
Illinois Collaboration on Youth Kaleidoscope
<table>
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<tr>
<td>ADKA</td>
<td>Lakeside Community Committee Lawrence Hall Marillac St. Vincent Family Services Mendota Area Senior Services, Inc. Mercer County Senior Citizen Center Metropolitan Family Services MYSI Nexus-Indian Oaks Family Healing Shelter Care Springfield Area Arts Council</td>
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<td>MINNESOTA</td>
<td>Bloomington Theater and Art Center dba Artistry Blue Sky Support Service Functional Industries, Inc.</td>
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Interact Center for the Visual and Performing Arts
Jewish Family and Children’s Service of Minneapolis
Jewish Family Service St. Paul
Midwest Art Conservation Center
Minnesota Council of Nonprofits
Minnesota Fringe Festival
Native Ways Federation
Northeast Contemporary Services, Inc.
Our Streets Minneapolis Partnership Resources, Inc.
Pine Habilitation and Supported Employment, Inc.
PROVISION COMMUNITY RESTAURANT
Reach for Resources, Inc.
VINE Faith in Action

MISSISSIPPI
MS Alliance for Nonprofits and Philanthropy

MISSOURI
Catholic Charities Kansas City St. Joseph
Missouri Coalition Against Domestic and Sexual Violence (MOCADSV)
Network for Strong Communities
UHY Advisors

MONTANA
Big Brothers Big Sisters of Yellowstone County
Friends of Park County
Montana Food Bank Network
Montana Learning Center
Montana Nonprofit Association
The Myrna Loy
Tri-County FireSafe Working Group

NEBRASKA
Civic Nebraska
Mosaic
Nonprofit Association of the Midlands
St. Monica’s Life Changing Recovery for Women
The Union for Contemporary Art

NEVADA
Comstock Foundation for History and Culture
Nevada Outdoor School
New Horizons Center for Learning

NEW HAMPSHIRE
New Hampshire Center for Nonprofits
New Hampshire Coalition Against Domestic and Sexual Violence
Sexual Harassment & Rape Prevention Program (SHARPP)
Starting Point Services for Domestic and Sexual Violence Victims
Symphony NH

NEW JERSEY
Center for Non-Profits (NJ)
Centrastate healthcare
Grassroots Coalition for Environmental and Economic Justice
Jewish Family Service of Atlantic & Cape May Counties
Meals on Wheels of Mercer County
MMO Programs
New Jersey Association of Mental Health and Addiction Agencies, Inc.
New Jersey Association on Correction
new jersey local boards of health association
New Jersey VOAD
NewBridge Services
Passaic County Court Appointed Special Advocates
Princeton-Blairstown Center, Inc.
Raritan Bay Area YMCA
The Jewish Federation in the Heart of New Jersey
Triple C Housing, Inc.
United Children’s Music Project Volunteer Center of South Jersey

NEW MEXICO
Albuquerque Adult Learning Center, Inc.
Asian American Association of New Mexico
Empowerment Congress of Dona Ana County
New Mexico Holocaust Museum and Gellert Center for Education
New Mexico Thrives
Rio Rancho Creative Crossroads
The Southern New Mexico Project

NEW YORK
Alcohol & Drug Council of Tompkins County, Inc.
Anthology Film Archives
Arts Services Inc. of Western New York (ASI)
AstorNYS
Bronx Council on the Arts Inc.
CAMBA and CAMBA Housing Ventures
Causewave Community Partners
Classical Theatre of Harlem
Community Emergency Corps, Inc.
Cora Dance
Dance/NYC
Encore Community Services
Family Help Center
Family Help Center
Graham Windham
Green Options Buffalo, Inc.
Habitat for Humanity of Suffolk
Huntington Arts Council, Inc.
Livingstonville Community Church
Mixteca Organization, Inc.
Moriches Rotary Health Camp
New York Council of Nonprofits, Inc.
Nonprofit New York
Poppy Muse Inc.
Positive Community Connections
Russian-speaking Community Council, Inc.
Salem Art Works
St. Lawrence County Arts Council, Inc.
Stop Abuse Campaign Corp
The Council of Agency Executives
The Marfan Foundation Inc.
The retreat
Theatre Communications Group
United Way of Westchester and Putnam
World Development Business, Inc
YMCA of Central and Northern Westchester
Yoga For Peace, Justice, Harmony With the Planet: Amazing Amy - Eccentric Yoga Entertainer
Youth Action Programs and Homes, Inc.

NORTH CAROLINA
1901 Building Group Inc.
Advocacy House Services, Inc.
Albemarle Hospital Foundation Community Care Clinic
Alleghany Council On Aging Alliance of AIDS Services – Carolina
ArtGivers Co.
Artists Standing Strong Together
Arts North Carolina
Ashe County Arts Council
Asheville Area Arts Council
Big Brothers Big Sisters of the Central Piedmont
Cancer Services, Inc.
Cape Fear Habitat for Humanity
Cape Fear HealthNet
Caring and Sharing, Inc.
Carolina Farm Stewardship Association
Carolina Theatre of Durham, Inc.
CCCS of Greater Greensboro
Center for Creative Economy
Child Advocacy Center, Inc.
Child Care Services Association
Children & Family Resource Center
Children's Theatre of Charlotte Christmount Christian Assembly, Inc.
Community Empowerment Fund (CEF)
Cumberland County Council on Older Adults

DevoCenter for Service-Learning
Disability Advocates of Northwest North Carolina
Eagle Rock Camp
Eastern Carolina Human Services Agency, Inc.
Emmanuel Senior Enrichment Center
Families First - NC, Inc.
Family Care Center of Catawba Valley, Inc.
Family Service of the Piedmont Fellowship Hall
Financial Pathways of the Piedmont
Freedom School Partners
Friends of the NC Library for the Blind & Physically Handicapped
Guilford Child Development Habitat for Humanity of Forsyth County
HandsOn Northwest North Carolina
Haywood Pathways Center
Hillsborough Arts Council
Hinton Rural Life Center
Imprints Cares
International House of Metrolina, Inc.
Kidznotes
LAKE NORMAN COMMUNITY HEALTH CLINIC
Latin American Coalition
Latino Community Services, North Carolina
Life Enrichment Center of Cleveland County, Inc.
Life Experiences
Little Makers Academy
Meals on Wheels of Durham, Inc.
Meals on Wheels Orange County, NC
Minot Area Homeless Coalition
Mixxer Community Makerspace
Montford Park Players
NC Child
NC Justice Center
Nevins Inc.
North Carolina Business Council

North Carolina Center for Nonprofits
North Carolina Master Chorale
North Carolina Reading Service
Oak Island Beach Preservation Society, Incorporated
Operation Xcel
Parkinson Association of the Carolinas
Pitt County Council on Aging, Inc.
Pretrial Resource Center, Inc.
Read and Feed
Rebuilding Together of Greater Charlotte
Reidsville Area Foundation
Reidsville Area Foundation Residential Services, Inc.
Right Here, Right Now Project
River City Community Development Corporation
Robin Antoinette's Arts for All
Rockingham County Arts Council
Rufly-Holmes Senior Center
Safety and Health Council of North Carolina
Sandhills/Moore Coalition for Human Care
Shepherd's Care Medical Clinic
Single Women With Children Organization, Inc.
Smart Start of Transylvania County
Special Olympics North Carolina
SportsWorks Int'l Ngo, Inc.
Springwell Network, Inc
SYBI Cares
The Arc of Union/Cabarrus
The Center for Community Transitions, Inc.
The Cindy Platt Boys & Girls Club of Transylvania County
THE DELSA
The Fragile Families Network
The Free Clinics
The Help Center NC
The Hope Center at Pullen
THE MCRAE CENTER INC
The North Carolina Coalition Against Domestic Violence
The Paula Takacs Foundation for Sarcoma Research
Tri County Industries, Inc
UMAR Services, Inc.
Union Chapel Harvest Ministries
United Way of Alamance County
United Way of Lincoln County
United Way of North Carolina
Veterans Healing Farm
We Plant it Forward
Wilson County Interfaith Services dba Hope Station
Women Veterans Support Services, INC
WYTV7 Community Broadcasters Network, Inc.
Yokefellow Prison Ministry of North Carolina
YMCA of Northwest North Carolina

NORTH DAKOTA
YMCA Alliance of North Dakota

OHIO
Autism Society of Greater Akron
Blum Family Foundation
Cleveland Chesed Center
Columbus Early Learning Centers
Greater Hilltop Area Shalom Zone
hunger network of greater cleveland Hunger Network, Cleveland
Ohio Citizens for the Arts
South Side Early Learning

OKLAHOMA
Camp Fire Heart of Oklahoma Community Service Council of Greater Tulsa
Family Promise of Tulsa County
Gatesway Foundation
General Tommy Franks Leadership Institute and Museum
Lyric Theatre of Oklahoma
Marland Children's Home dba Marland's Place
Martha's Foundation Incorporated
Oklahoma Center for Nonprofits
Oklahoma City Beautiful
Oklahoma Council on Economic Education
Oklahoma Interviewing Services
Oklahoma Museums Association
Stephens County Health and Healing Inc
Teen Court, Inc.
The Charles B. Goddard Center for the Visual and Performing Arts
The Gatesway Foundation, Inc.
The Spring Shelter, Inc.
Tulsa Air and Space Museum, Inc.
UShine, Inc.
Wagoner Area Neighbors

OREGON
Ballet Folklorico Ritmo Alegre
Clackamas Women's Services
Columbia Gorge Discovery Center & Museum
Cultural Advocacy Coalition of Oregon
Domestic Violence Resource Center
Friends of Outdoor School
Friends of the Columbia Gorge
Frontline Services PDX
Grants Pass Museum of Art
Growing Gardens
Growing Gardens
Habitat for Humanity of Lincoln County
Humane Society of Central Oregon
Nonprofit Association of Oregon
On-the-Move
Oregon Alliance of YMCAs
Oregon Tradeswomen Performance Works NorthWest PERIOD, Inc
Returning Veterans Project
ROSE Community Development
Sail2Change
Santiam Canyon Long Term Recovery Group
Sisters Science Club
SOUND START

PENNSYLVANIA
Alleghenies Unlimited Care Providers
Bighorn Basin Paleontological Institute
Bucks County Women's Advocacy Coalition
Compass Community Connections
CYWA Community, Youth and Women's Alliance, Inc.
DVSD
Green Trees Early Learning Center, Inc.
Hazleton Area Public Library
JEVS Human Services
Jewish Community Foundation of Central PA
Jewish Family and Community Services of Pittsburgh
Lighthouse Vocational Services
Lincoln Charitable Trust
Mental Health America of Lancaster County
New Jersey Alliance for Children, Youth and Families
PA Association of Nonprofit Organizations
Pressley Ridge
Stick Figure Fundraising
The Women’s Coalition for Empowerment Inc.
Threshold Rehabilitation Services, Inc.
Via of the Lehigh Valley
YMCA of Reading & Berks County

RHODE ISLAND
Girl Scouts of Southeastern New England
RI Communities for Addiction Recovery Efforts, Inc.
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<td>SOUTH CAROLINA</td>
<td>EdVenture, Inc. Together SC Upper Midlands Rural Health Network</td>
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<td>TENNESSEE</td>
<td>Advocates for Immigrant Rights Aleph Bet Children's Center Alliance for Better Nonprofits Amend AngelCare Apelah, Inc. Appalachian RC&amp;D Council Big Brothers Big Sisters of the Mid-South, Inc. Boys &amp; Girls Club of the Tennessee Valley Boys &amp; Girls Clubs of the Cumberland Plateau BridgesWEST Buffalo River Services, Inc. Camp in the Community, Inc. CASA Monroe, Inc. CASA of East Tennessee CASA of the Tennessee Heartland Center for Bold Action Center for Nonprofit Management Centro Hispano de East Tennessee Chattanooga Aquatic Project and Personal Achievement, 501 (c) (3) Sols Write House Empowerment Center Tennessee Alliance for Children and Families Tennessee Regional Safety Council The Puppy Up Foundation The Women's Advocacy Center Trinity Preparatory Academy UCAN of Memphis United Way of Blount County Volunteer Ministry Center Worthy Women Ministries LLC</td>
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Free Clinic of the Twin Counties
Greater Hampton Roads Diaper Bank
Greene Care Clinic
Health Brigade
Hospice House of Williamsburg
Housing Development Corporation of Hampton Roads
Housing Partnerships, Inc.
IT4Causes
LINK of Hampton Roads Inc.
Lloyd F. Moss Free Clinic
Mel Leaman Free Clinic
Menchville House Ministries
NATASHA House Inc
NetworkPeninsula
NOVA ScriptsCentral
On the Road Collaborative
Patrick Henry Memorial Foundation
Peake Childhood Center
PENINSULA AGENCY ON AGING INC.
Rappahannock Area YMCA
Rappahannock United Way
ReadyKids
Richmond Metropolitan Habitat for Humanity
Rita Welsh Adult Literacy Program dba Literacy for Life
Robert Webb Child Care Center
Smart Beginnings
Sportable
Stafford Junction, Inc.
The Arc of Harrisonburg and Rockingham
THRIVE Peninsula, Inc.
United Way of the Virginia Peninsula
VersAbility Resources
YMCA of the Virginia Peninsulas

WASHINGTON
ASFAPOG - African School of Family Well-Being, Policy and Government
Bainbridge Chorale
Children’s Home Society of Washington
Community in Motion
Emergency Support Shelter
Foundation for International Understanding Through Students (FIUTS)
Girl Scouts of Western Washington
Homes First
Inspire Washington
Lake Washington Symphony Orchestra
PAVE
Pierce County Medical Society
SafePlace
Sunrise Outreach Center of Yakima
Team Read
The Children's Museum of Walla Walla
The Health Center
Tree of Life Sanctuary
WA Association for Children and Families
Washington Nonprofits
Women & Children's Free Restaurant & Community Kitchen

WEST VIRGINIA
Burlington United Methodist Family Services, Inc.
New River Ranch, Inc.
Philanthropy West Virginia
Stepping Stone, Incorporated
West Virginia Child Care Association
West Virginia Nonprofit Association

WISCONSIN
Arts Wisconsin
Donovan Hines Foundation of Exuberance Corporation