



# 2021 Annual Meeting

"Serving the Sector in the Service of Community"

August 23, 2021

# Welcome and Introduction of Guest Speaker

Presented By:

Jeff Fleischer, NHSA Board Chair



Guest Remarks:

Xavier Becerra, Secretary

U.S. Department of Health and Human Services

# NHSA Yesterday & Today

## Executive Director Remarks

Presented By:

Victor Valentine, Executive Director  
National Human Services Assembly

# Serving the Sector in the Service of Community

- Through Leadership
  - As a "backbone" organization focused on collective impact and immediacy
    - Sometimes vocal and visible
    - Often as a supporter of those who they themselves are leaders on health and social issues
    - Always as a convener and collaborator – leveraging and legitimizing voices that require amplification
  - As both an innovator and inspiration to those who look to us for answers
  - As a **champion of humanity** through service



# NHSA Yesterday

## Nearly 100 Years of Service

- Formally organized in 1923 as the National Social Work Council (NSWC) to achieve:
  - A better understanding and closer cooperation between agencies functioning in related areas or the same communities;
  - Stronger relationships between national organizations and their local agencies;
  - Solutions to the social problems of the time
  - Actionable plans to meet these needs of national organizations and local communities
  - Strategies for developing effective programs, operations, and administration in the field of social welfare.



# NHSA Today

## Operations

- Moved into new headquarters co-located with NHSA's strategic partner, The National Alliance for Hispanic Health at 1501 16<sup>th</sup> Street

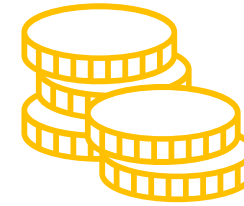


- Hired New Executive Director, Victor Valentine to oversee the expansion of National Assembly's strategic direction enhancing the sector's positive impact on American communities
- Restructured operations to advance member engagement strategies
  - Provide more support to current members around key capacity-building issues
  - Expand NHSA's "Associate Membership" status to include more organizations led by and serving diverse populations

# NHSA Today

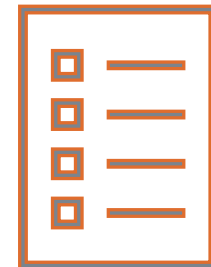
## Finance

- Achieved a 20% budget surplus for Q1 and Q2 of FY21
- Increased program revenue above yearly projections
- Fully automated all financial operations (Gusto, Bill.com)



## Strategic Planning

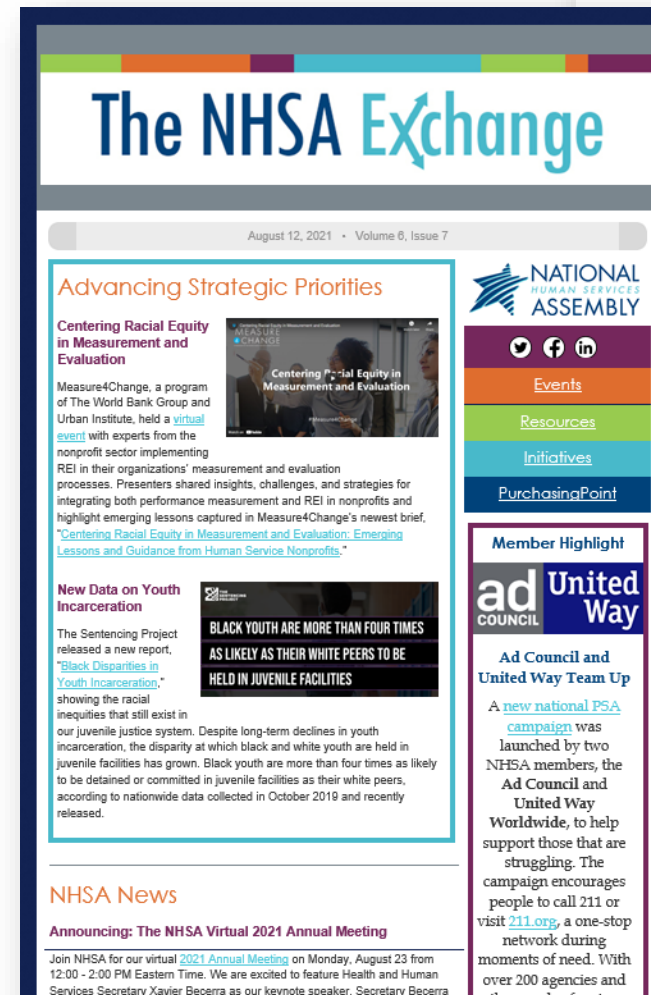
- NHSA Board held a June 2021 strategic planning conversation to identify top priorities for 2021-22 (more information on recent initiatives to follow)





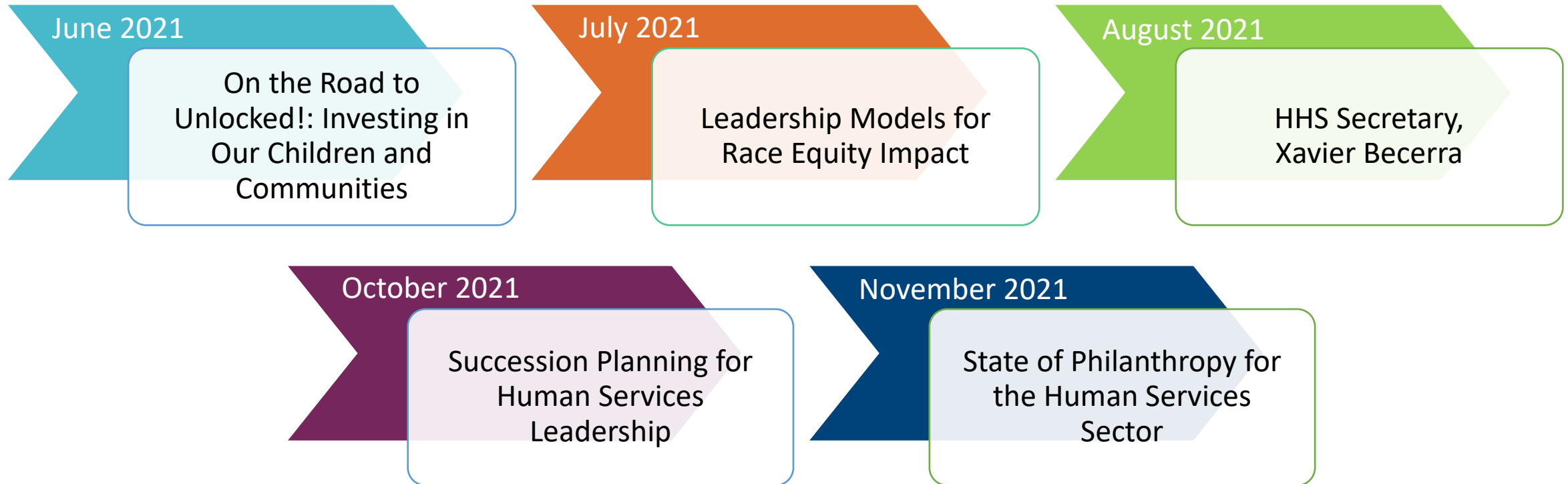
# NHSA Today Communications

- Enhanced design of *NHSA Exchange* E-Newsletter to amplify member organization accomplishments, updates on NHSA Strategic Priorities and partnership/network events and news
- Complete redesign of PurchasingPoint E-Newsletter with addition of a “Diversity in Purchasing Spotlight” section



# Membership Engagement

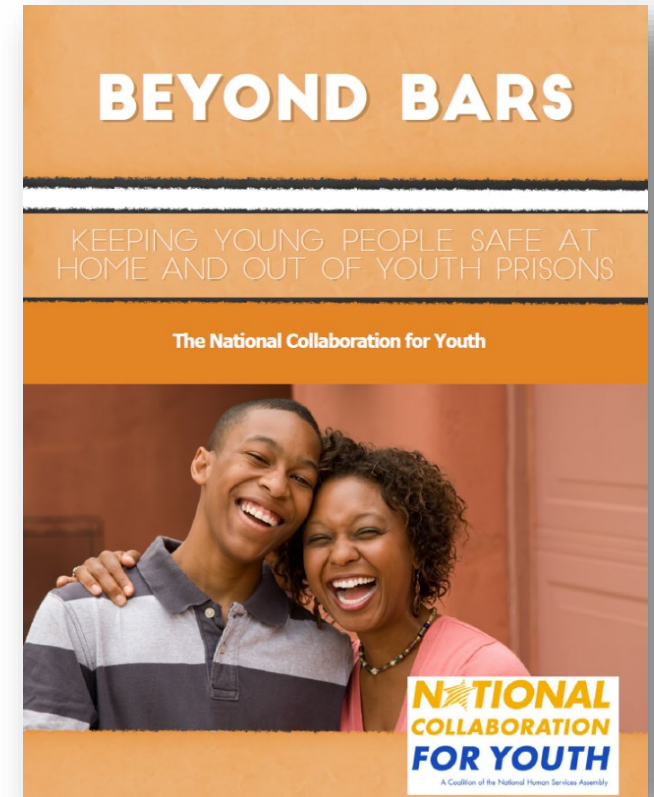
- Completed the 2021 Annual Compensation Survey
- Relaunched NHSA's Learning Series



# NHSA Today

## Public Policy

- Re-released our 2017 Beyond Bars report to the public in support of community-based continuum of care models for youth diversion from the juvenile justice system
- Encouraging regional and local agencies to provide funding under the American Rescue Plan for wage subsidies for front line/field workers providing COVID relief
- Signed on to a letter to the Department of Labor requesting regular nonprofit employment and wage data
- Supported the National Coalition for Shared Safety's initiative to document the obstacles community-based organizations experience with federal grants



# Strengthening the Sector: PurchasingPoint®

Presented By:

Ruth Sigei, Managing Director, PurchasingPoint®  
National Human Services Assembly

# Strengthening the Sector



- PurchasingPoint® is an exclusive discount group purchasing program available to National Human Services Assembly (NHSA) members and their affiliates
- The goal is to save nonprofits money for mission
- No tiered pricing - regardless of the size of your organization, everyone gets the same discount
- PurchasingPoint® offers diverse business enterprises to help nonprofits advance their supplier diversity goals

## Program Success



**\$212+ million**  
in estimated savings



**\$755+ million**  
in purchasing volume



across  
**8,700+**  
active users



From over  
**8,300**  
nonprofits of different sizes

A lifetime savings of over **\$212 million** has been redirected towards mission-related activities that build well-being within our communities!

# Sample of Program Vendors

The program offers pre-negotiated, **double-digit savings** with **over 100** national vendors





# Questions and Contact Info

**Ruth Sigei**

Managing Director

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[www.purchasingpoint.org](http://www.purchasingpoint.org)



is provided by





# Racial Equity and Diversity in Leadership

Presented By:

Monisha Kapila, Founder and Co-CEO

ProInspire

# Leadership Practices for Race Equity

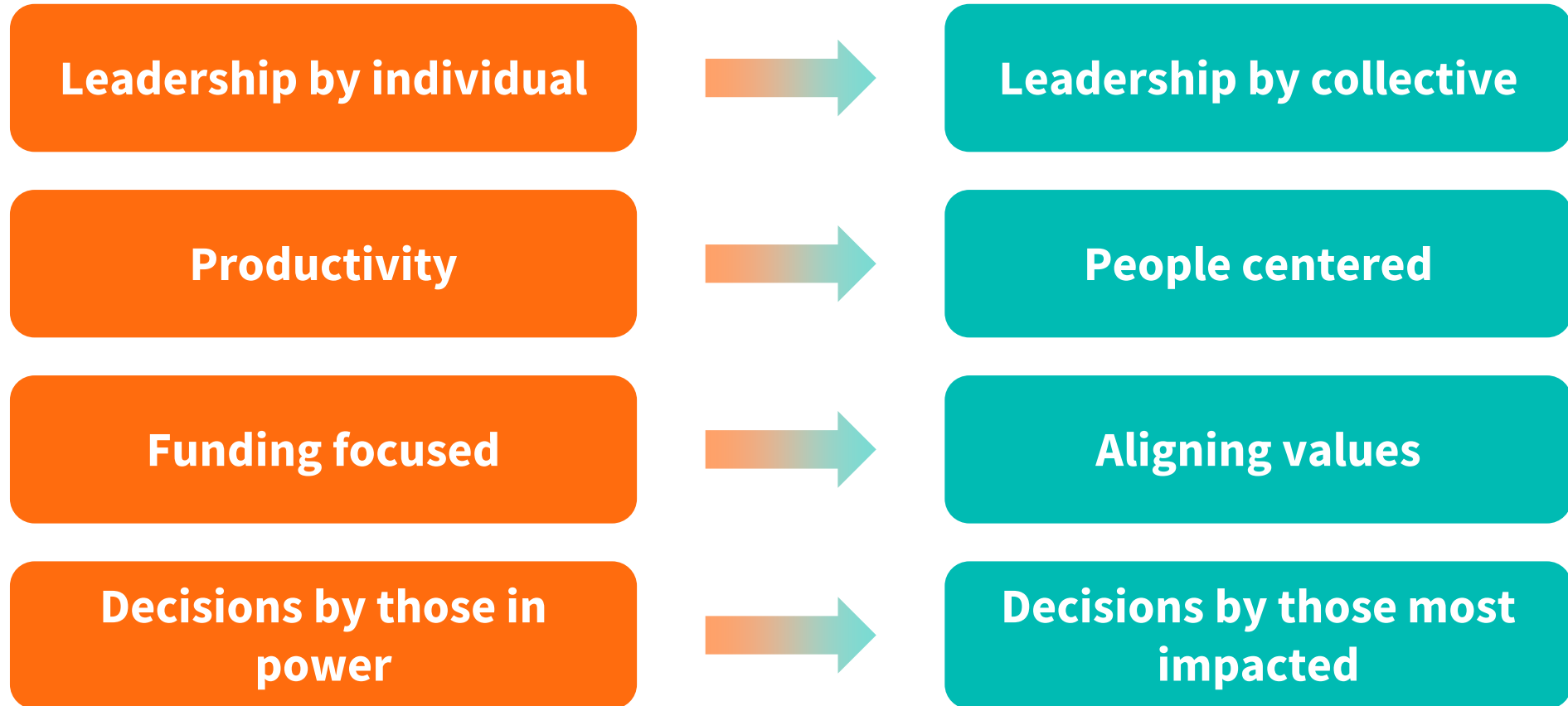


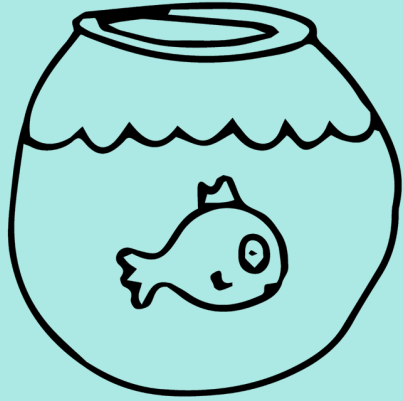
# Our Foundational Beliefs

ProInspire believes that it is essential for **leaders at all levels in the social sector** to:

- > Develop their race equity analysis, **personally and professionally**
- > Center race equity in their work through **active learning and unlearning, intentional action, and processes for accountability**
- > Prioritize authenticity, trust, and solidarity to **interrupt oppression and advance race equity**
- > Identify how to **redefine, reimagine, and change institutions and systems** from any position within organizations

# We need to shift from white dominant norms to behaviors that advance equity and justice





THE LONGER YOU SWIM  
IN A CULTURE, THE MORE  
INVISIBLE IT BECOMES



**We need to change individual practices and organizational culture so we can:**

- See the water
- Do temperature checks
- Change the water so everyone can swim and play (*not just keep their head above the water*)

# What is Organizational Culture?

**Organizational Culture** is the shared values, attitudes and practices that characterize an organization, reflecting the organization's values and beliefs.

It's an **unwritten rule book** that determines  
“the way we do things around here.”

SOURCES: Dismantling Racism (DR Works); BuiltIn

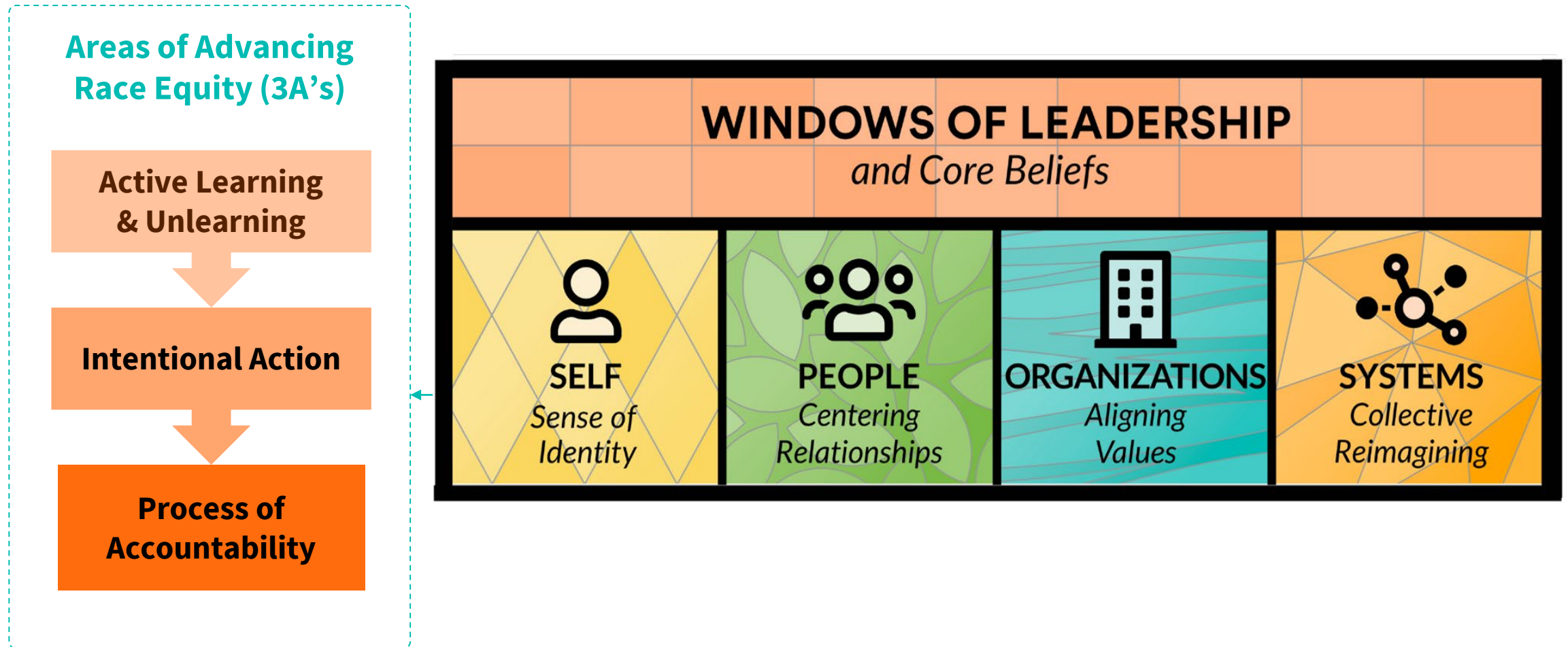
# What are Leadership Practices?

**Leadership Practices** are the mindsets, skills, and behaviors that individuals adopt to lead in organizations.

It's an **unwritten rule book** that determines  
“the way people act around here.”

SOURCE: ProInspire

# The ProInspire Leadership Model for Race Equity Impact





# Individuals and Organizations need to prioritize Race Equity Impact

	Individual Practices	Organizational Culture
<b>Active Learning and Unlearning</b>	<b>Willing</b> to look at yourself to be a change agent - what about me needs to change?	<b>Willing</b> to unpack and shift culture - what about our ways of working need to change?
<b>Intentional Action</b>	<b>Operationalize</b> shifts to how you do things at the interpersonal level	<b>Operationalize</b> changes to norms, policies, and processes from self to systems
<b>Accountability</b>	<b>Follow through</b> by taking responsibility for changes needed in yourself, the institution, and the system	<b>Follow through</b> and evaluate impact on culture, experience, and outcomes

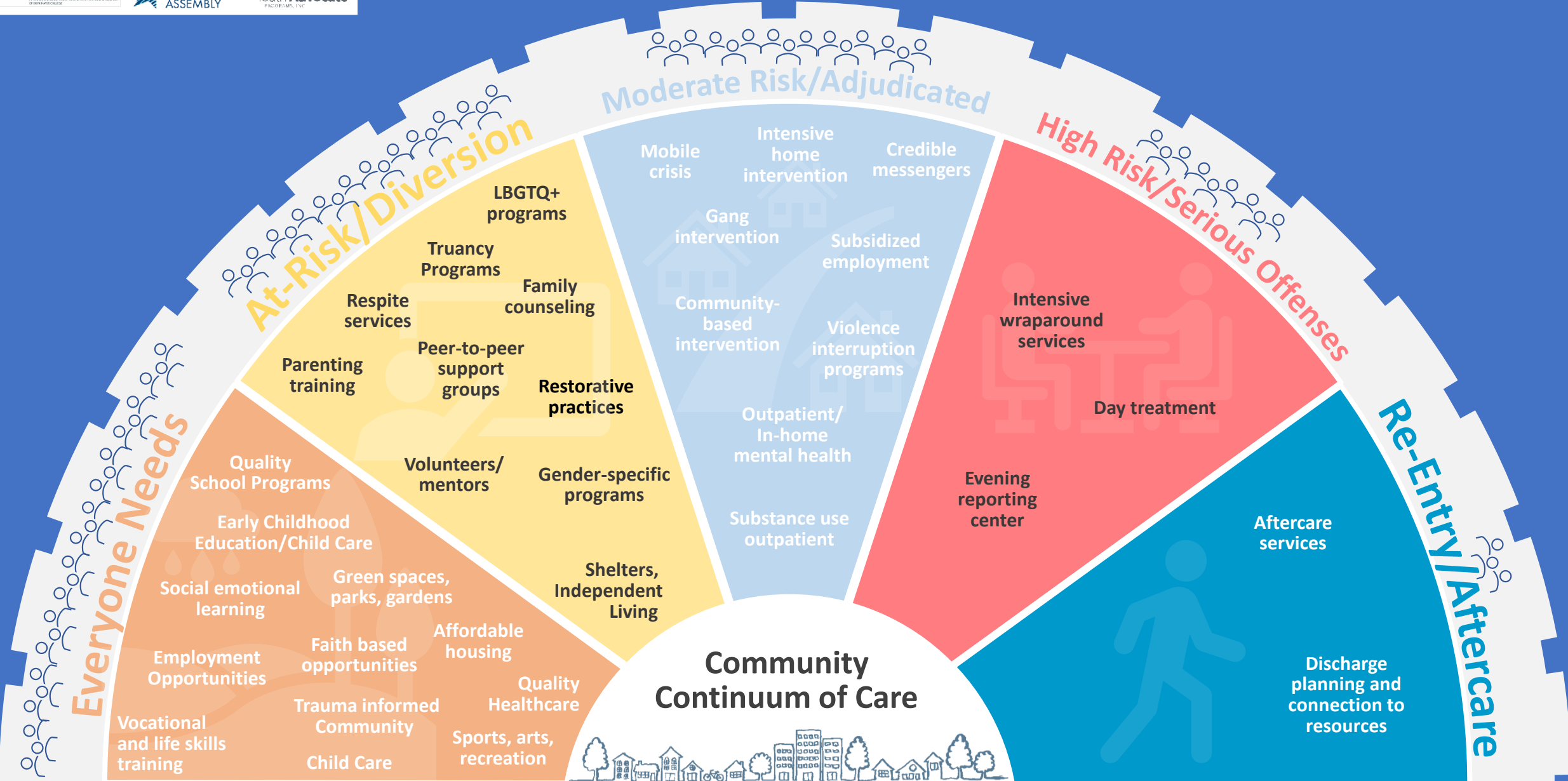
# Juvenile Justice: Youth Diversion and Community-Based Continuum of Care

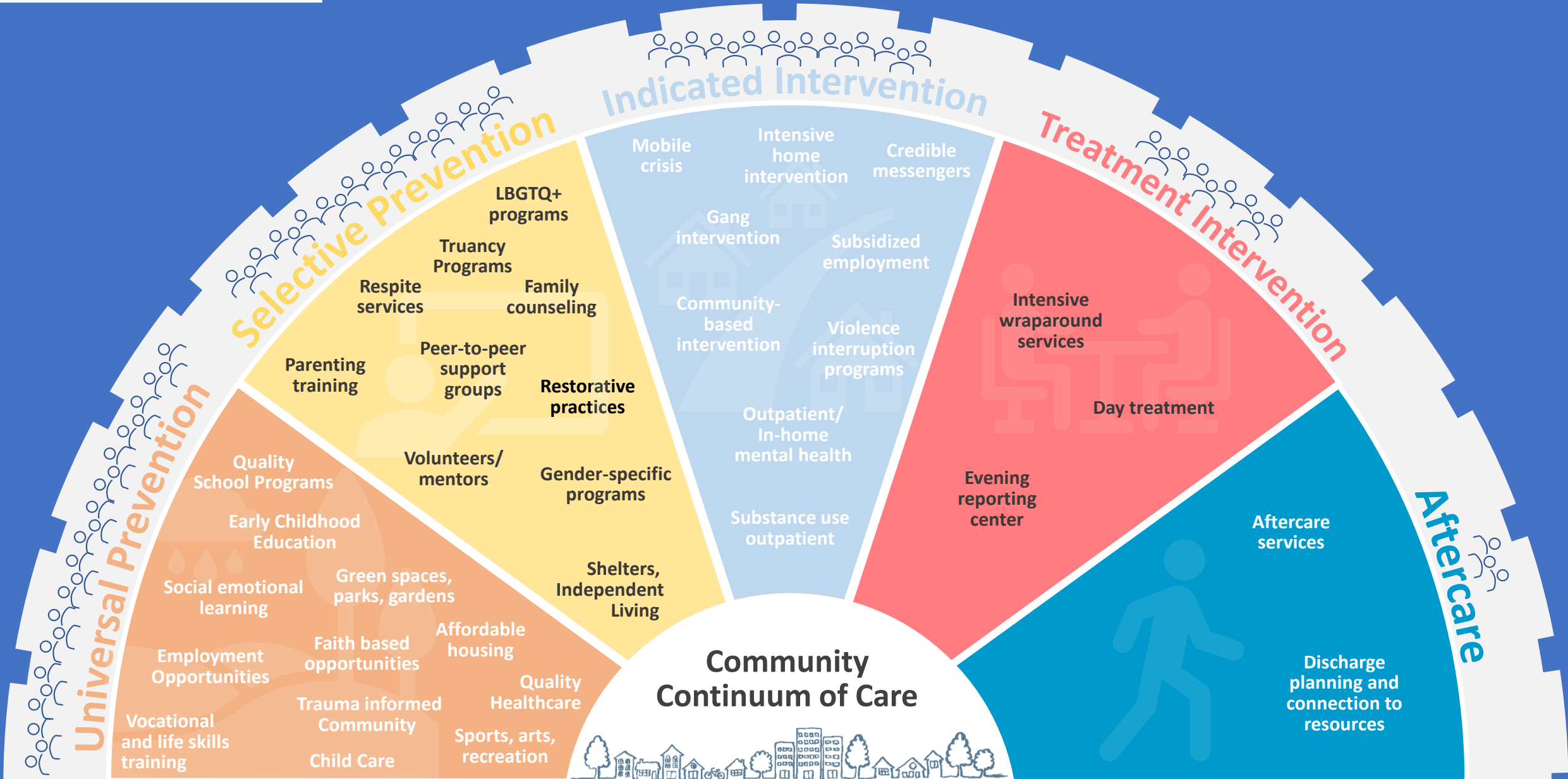
Presented By:

Darlyne Bailey, Ph.D., LISW

Professor and Dean Emeritus

Bryn Mawr College





**UNLOCKED!**



**Redirection  
of funds**



**Neighborhood  
recruitment**

**Address system  
issues**



**Strength-  
based**



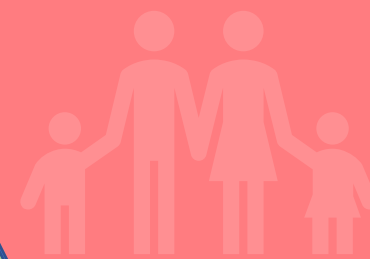
**Flexible funds**



**Agency  
partners**



**Continuity**



**Family  
focused**



**Connection to  
community**



**Cultural  
responsiveness**



**Individualized  
services**



**Skill building**



**Unconditional  
caring**



**No refuse  
intake policy**

**Guiding Principles**

# Public Policy: American Rescue Plan Highlights for Nonprofits

Presented By:

John Maki, Director of Innovations  
Alliance for Safety and Justice

**ALLIANCE FOR  
SAFETY AND JUSTICE**



**Rewarding Service:  
American Rescue Plan's Support for Essential Human  
Services Workers**

[www.allianceforsafetyandjustice.org](http://www.allianceforsafetyandjustice.org)

# The Alliance for Safety & Justice

**The Alliance for Safety and Justice (ASJ)** is a multi-state organization that aims to replace over-incarceration with more effective public safety solutions rooted in crime prevention, community health, rehabilitation and support for crime victims largely through our two flagship projects:

- **Crime Survivors for Safety and Justice:** A national network of crime survivors joining together to create healing communities and shape public safety policy.
- **Time Done:** A national network of people living with past conviction records dedicated to eliminating the barriers to opportunity that block them from success.

## **ASJ's Federal Advocacy**

- In 2020, ASJ launched the [National Coalition for Shared Safety](#) to bring together service providers that are dedicated to the solutions that communities in crisis need and to advocate for federal resources and changes in policy



# Overview of Biden-Harris Administration Support of Human Services & Community-Based Violence Prevention

- The American Rescue Plan Act (ARPA) is a \$1.9 trillion stimulus bill that was signed by President Biden on March 12th, 2021. Key allocations include:
  - Underserved victims of domestic violence & sexual assault
  - Behavioral health needs
  - Medicaid-funded community-based mobile crisis intervention services
  - Department of Education community violence intervention programming
  - **State and Local Recovery Funds**
- Reconciliation
  - American Jobs Plan / Break the Cycle of Violence Act's \$5 billion Community Violence Intervention Proposal
- Leveraging existing federal grant programs

# Coronavirus State & Local Fiscal Recovery Funds

ARPA invests **\$350 billion** in "Coronavirus State & Local Fiscal Recovery Funds" that governors, mayors, and county executives can use to fund violence prevention, trauma recovery, reentry, and community development organizations in order to:

- Respond to the Coronavirus disease public health emergency
- Respond to negative economic impacts, including assistance to "nonprofits
- **Provide premium pay to eligible essential workers**

# Coronavirus State & Local Fiscal Recovery Funds

- Two key themes of ARPA Recovery funds:
  - **State and local government agencies have significant discretion**
  - ARPA and administrative guidance **encourages a public health, equity-based response to violence and social disadvantage**

# ARPA Recovery Funds Support for Human Services

**Have you heard about "premium pay"? And if you have heard of it, has your organization advocated or heard about advocacy for this resource?**

# The Department of the Treasury's Interim Rule Formulates a Two-Part Test to Determine Eligibility for ARPA Recovery Funds

- "first, [it must] **identify a need or negative impact** of the COVID-19 public health emergency
- "second, [it must] identify how the program, service, or other intervention **addresses the identified need or impact.**"

# What is premium pay?

## (From ASJ's report "Rewarding Service")

**"Premium pay" is additional income** that can be paid for by ARPA State and Local Recovery Funds to essential workers.

### Key features of Premium Pay:

- Eligible workers can receive up to "**\$13 per hour in addition to wages or remuneration the worker otherwise receives and in an aggregate amount not to exceed \$25,000 per eligible worker.**"
- Premium pay can in **no way substitute for a worker's regular income.**
- The Treasury's Interim Rule explicitly **encourages retrospective awards for eligible essential workers** who have not received additional income for their work.
- **The American Rescue Plan gives state and local governments the power to use Recovery Funds for premium pay, but it does not require them to do so.**

# What kind of work is eligible for premium pay?

## Key eligibility criteria:

- Eligible essential workers are those who "[who have been and continue to be relied on to maintain continuity of essential critical infrastructure sectors, including those who are critical to protecting the health and well-being of their communities.](#)"
- The Treasury's Interim Rule provides a [list](#) of specific kinds of eligible essential work, which includes public health, safety, healthcare, social service, and human services staff. The Treasury's Interim Rule further notes that governors, mayors, and county board chief executives have "[discretion to add additional sectors to this list, so long as additional sectors are deemed critical to protect the health and well-being of residents.](#)"

# What kind of work is eligible for premium pay?

## Key eligibility criteria (continued):

- Essential work must involve "regular in-person interactions or regular physical handling of items that were also handled by others" and "faced or face heightened risks due to the character of their work." Remote or virtual essential work is not eligible for premium pay.
- Premium pay is intended to provide additional payments to "lower income eligible workers that perform essential work" that "respond to" "the heightened risk to workers who must be physically present at a jobsite and, for many of whom, the costs associated with illness were hardest to bear financially."



# How can eligible essential workers receive premium pay?

## Two basic ways

- Premium pay can be **administered through state or local agencies**; or
- State and local governments may grant ARPA Recovery Funds to **third party employers, such as nonprofit organizations**, to provide premium pay to eligible staff or contractors.

# What can I do to advocate for essential workers to receive premium pay?

**Governors, mayors, and county board chief executives have significant discretion over whether their governments will offer essential workers premium pay,** though state and local **legislatures also have the power to mandate or encourage premium pay** through their governments' appropriation processes.

- See ASJ's report, "Rewarding Service," for language you can use to **advocate to your state and local government chief executive and key members of state and local legislatures.**

# ARPA Resources

- Department of the Treasury's [Interim Rule](#) & [Coronavirus State and Local Fiscal Recovery Funds webpage](#)
- ASJ's national reports on ARPA and federal resources
  - [Rewarding Service: A Guide to Accessing American Rescue Plan Premium Pay for Nonprofit Essential Workers](#)
  - [The American Rescue Plan: Seven Key Takeaways That Show How State and Local Fiscal Recovery Funds Can Support Innovative Safety Policies](#)
  - [The Promise of The American Rescue Plan: Funding Opportunities to Reduce Violence, Meet the Needs of Underserved Communities, and Promote a Vision for Shared Safety](#)
  - [Safety, Resiliency, and Hope: Four recommendations on how the Biden-Harris Administration, Congress, and state and local government leaders can reduce violence and help victims recover from trauma](#)

## Contact Information

- **John Maki**, Director of Innovations, Alliance for Safety and Justice, [jmaki@safeandjust.org](mailto:jmaki@safeandjust.org)

# Closing Remarks: On the Horizon – NHSA Tomorrow

Presented By:

Victor Valentine, Executive Director  
National Human Services Assembly

# On the Horizon – NHSA Tomorrow

- **Evolving the current membership model** to include more diverse organizations with multiple points of entry and engagement
- Championing **diversifying leadership throughout the sector**
- Using the **collective voice** of our members/partners to **support and lead racial-equity and social justice platforms**
- Provide **more collective, yet customized, experiences** for varying levels of participants (organizational and individual)
- Continue to build-out **NHSA's policy and education platform**
- **Revamp NHSA's electronic media** to create a “hub” of sector related activity



## 2021 Annual Meeting

Learn more at [nationalassembly.org/membership/join](https://nationalassembly.org/membership/join)