

March 5, 2020

Dear San Francisco Human Services Network (HSN) members and friends,

Many thanks to all of you for your support! We ask you to join us in our work this year by paying your annual membership dues today! Please use the dues form on our website at http://sfhsn.org/documents/hsn_inv_memb_form_03-05-20.pdf

Since 1997, San Francisco health and human service nonprofits have united, collaborated and advocated through HSN as a member-driven organization to provide a voice for our sector. Together, we are building strong relationships with City government and with each other to grow support for the issues that are vital to our sector and to the people we serve.

Three strategic priorities – sustainability, accountability and mobilization – continue to guide our work, along with a set of principles that further define these broad goals.

http://sfhsn.org/documents/hsn_iss_oth_stratpri_03-08-17.pdf

HSN's advocacy has led to victories for nonprofit funding increases, improved contracting and monitoring policies, ballot measures to raise City revenues for services, the City's nonprofit displacement programs, wage and benefits laws that reflect nonprofit realities, and a greater understanding by public officials of the role our sector plays on the front lines of service delivery and the challenges we face.

2019 in Review

HSN's 2019 policy priorities included the cost-of-doing-business increase, City funding for the Minimum Compensation Ordinance wage increase, budget process reform, and other legislation and ballot measures. We also came through the challenge of a fire at our office in February (along with Huckleberry Youth Programs), and moved to a new location in the Tenderloin with Lutheran Social Services.

Funding for health and human services in the City budget: After HSN advocated for a larger cost-of-doing-business increase in last year's City budget, Mayor Breed funded a 3% cost-of-doing-business increase for nonprofit contracts in FY19-20 – the largest increase in many years. The FY20-21 budget includes a 2.5% increase, which we again will work to augment. These funds allow nonprofits to provide much-needed raises to their staff and pay for rising costs.

Minimum Compensation Ordinance (MCO): In 2017, the City passed legislation to increase the nonprofit MCO rate to \$16.50 per hour without providing adequate funding to nonprofits. HSN fought for a Working Group to study and issue recommendations to the Board and Mayor about creating a fund to pay not only for direct cost increases for the lowest paid workers, but also for wage compression and equitable raises for workers that are not on the City contract. The Working Group recommended that the City provide \$27 million to give raises to all workers up to \$30/hour. HSN then fought for this funding, securing \$3.3 million in the Mayor's budget and an additional \$2.5 million addback from the Board of Supervisors. These funds were

sufficient to provide raises for many low-wage City contract workers making up to \$22/hour. We will continue the fight for additional funding in next year's budget.

Budget Process Reform: HSN worked with Supervisors Sandy Fewer and Gordon Mar, and with the Budget Justice Coalition to develop legislation that will promote equity, transparency and community engagement in the City budget process. Beginning this year, the successful legislation will require all departments to hold public hearings or meetings on their budgets. The Controller's Office is developing a website to track all major Citywide and department budget documents and hearings. Other provisions include a Mayoral budget town hall, a requirement for the Board to post a proposed addback list in advance, and earlier Board access to department budget proposals through the City's financial system.

Bringing the nonprofit perspective to other policy decisions: HSN worked to educate policy makers on many issues last year, including:

- HSN endorsed four successful measures on the November 2019 ballot, and distributed slate cards supporting two affordable housing measures.
- We also weighed in on legislation that impacts our organizations and the people we serve, such as proposals to expedite homeless shelters and services, and to close Juvenile Hall and 850 Bryant.
- We engaged in regular dialogue with key policymakers, including all Supervisors, the Controller, the Mayor's Budget Office and others.
- We weighed in on the qualities we wanted to see in a new Public Health Director, and met with Dr. Colfax after his appointment.
- HSN participated in the monthly meetings of the Mayor's Homelessness Providers Working Group.
- HSN is a member of the Northern California Grantmakers Nonprofit Displacement Working Group and of the San Francisco Health Improvement Partnership.

Serving as an information resource: HSN continues to send out email updates to our members, and maintain a comprehensive website with information for nonprofits. We also partnered with the Office of Labor Standards Enforcement to hold another sold-out workshop on San Francisco Labor Laws for Nonprofits.

We share these successes with our members, and thank all of you who have supported and participated in HSN. We ask you to [renew your membership today](#) and continue working with us in the coming year. We especially encourage your participation, and invite any member to get more involved and attend our Steering Committee meetings on the second Wednesday of each month, 10:00 to 11:30 am at the Progress Foundation, 368 Fell St.

Looking Ahead to 2020

HSN provides a unique perspective on policy issues that affect community-based services for vulnerable populations. Our 2020 agenda focuses on nonprofit sustainability, particularly our sector's recruitment and retention challenges, through funding increases to support employee

wage increases and policy initiatives to address nonprofit workforce housing. This year will bring many opportunities to move our priorities forward:

- Budget advocacy: Our first budget priority is to continue pushing for Mayor Breed and the Board to provide annual **cost-of-doing-business increases** in the City budget, and to base the amount of the increase on the annual Consumer Price Index (CPI). HSN also will continue to advocate for community-based services as a member of the Budget Justice Coalition. We will also monitor the changes to the budget process, and work with Supervisors and the Budget Justice Coalition to proposed additional reforms in the fall.
- Minimum Compensation Ordinance (MCO): HSN is thankful to the Mayor and Board for providing almost \$6 million to help nonprofits increase wages under the MCO. However, this amount does not cover the full cost of the mandated raises – including direct costs, wage compression and equitable raises for comparable workers who are not on the contract. We need to address our sector's recruitment and retention challenges by fighting for **additional funds to cover the MCO increase and provide fair raises**.
- Nonprofit workforce housing: The inability of our workforce to find affordable housing in San Francisco exacerbates the recruitment challenges our organizations all face. HSN is beginning conversations with nonprofit and public officials to **explore mechanisms to increase the availability of affordable housing for nonprofit staff**.
- Election advocacy and mobilization: With elections in both March and November 2020, including the Presidential election, voters will have the opportunity to weigh in on many **high-profile ballot measures that will be important to our sector**.
- Other legislation and policy: We will continue to bring a nonprofit voice to the table when policymakers make decisions affecting our agencies and the people we serve. We constantly keep an eye on City policy proposals, and weigh in on issues that create opportunities for or pose threats to service delivery.
- Educating and engaging with public officials: HSN meets regularly with public officials to educate them on our policy priorities and provide input on their proposals. We dialogue with the Mayor's Office, all 11 Supervisors, the Controller, department heads, as well as the Public Defender, District Attorney and Treasurer.

Please pay your 2020 HSN membership dues today!

HSN's work and success **depend on your active participation and financial commitment as members**. We ask that you pay your dues as soon as possible and that you pay at the highest level possible for your organization. **Please complete the dues form, which serves as an invoice, and return it to HSN. You must make your check out to our fiscal sponsor: Community Initiatives / S.F. Human Services Network, and send your dues to our new address at 187 Golden Gate Ave., San Francisco, CA 94102.**

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If your organization is new to HSN – or if you have not been a member for the past five years, we invite you to join this year at a 50% dues discount.

Your active engagement is also important. We welcome your involvement, ideas and input, as well as your active response to our calls for comment on policies and turnout at public hearings and other advocacy opportunities. We encourage your attendance at HSN Steering Committee meetings, whether as a Committee member or an occasional participant. Meetings are open to any current member – we just need an RSVP!

We thank you for your support, and look forward to working with you this year!

Sincerely,

Sherilyn Adams
HSN Co-Chair

Steve Fields
HSN Co-Chair

Debbi Lerman
HSN Director