Clergy and Wardens Check-in
Opening prayer & remarks
The Rt. Rev. Eugene Taylor Sutton
Holy Week resources for worship and formation
Ms. Carrie Graves, Director of Communication

https://episcopalmaryland.org/covid-19-response/
BEING A COMMUNITY OF LOVE DURING THE COVID-19 PANDEMIC

In these challenging times, we are called to find new ways to be a community of love, to encounter Christ and engage the world. Please note this important guiding principle: Out of love and compassion for each other, all church functions in which you cannot maintain six feet (or two arms length) of distance between people, in addition to appropriate hygiene, should be suspended.

UPDATE: As of March 19, 2020, all public worship in the Diocese of Maryland is suspended until May 16 or until further notice.

General COVID-19 updates from the Episcopal Church.

The Episcopal Church Foundation has a robust list of COVID-19 response resources that they will continue to update.

Stay Connected. Stay Church. Take Care of Each Other: Congregational Development During Pandemic
Holy Week resources for worship and formation
Ms. Carrie Graves, Director of Communication

https://episcopalmaryland.org/covid-19-response/
https://drive.google.com/drive/u/0/folders/1zQf2BfGyPe41MwjjLg9sKruqFxl-19b
Personnel
The Rev. Stuart Wright, Canon for Transition and Director of Human Resources

EMPLOYEE RIGHTS
PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS
Generally, employers covered under the Act must provide employees:
Up to two weeks (80 hours, or a part-time employee’s two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to $511 daily and $5,110 total;
- 2/3 for qualifying reasons #4 and 6 below, up to $200 daily and $2,000 total; and
- Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at 2/3 for qualifying reason #5 below for up to $200 daily and $12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES
In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19
Personnel
The Rev. Stuart Wright, Canon for Transition and Director of Human Resources

Employee Assistance Program
1-866-395-7794. 10 free visits, unlimited telephonic visits.
Employee Assistance Program (EAP)

**Sometimes you just need to talk to someone.**

To help address your emotional, physical, family, and legal needs, the Medical Trust offers the Employee Assistance Program (EAP) to clergy and lay members of our medical plans, their covered dependents and any other household members. This benefit provides immediate help, referrals, and resources. The plan covers unlimited telephone consultations and up to 10 face-to-face counseling sessions per issue at no member cost.

The Cigna EAP is a confidential 24-hour service that can help you access the resources you need if you or a loved one wants someone to talk to. It is offered, at no charge to you or your dependents.
Personnel
The Rev. Stuart Wright, Canon for Transition and Director of Human Resources

Stress and Trauma Town Hall Discussion
Ecumenical Institute and St. Mary’s Seminary
Featuring the Rev. Dr. John Hayes and Dr. Patricia Fosarelli

Zoom meeting 616-299-558
Or dial 301-715-8592
Finances and Giving
The Rev. Stuart Wright, Canon for Transition and Director of Human Resources

Minimum 1 month separation notice for every year or fraction served
Furloughed employees: keep on medical plan
Pension assessments: CPG waiver for up to 2 months
Contact Jason to discuss waiver
Finances and Giving
Mr. Jason Kamrath, Chief Financial Officer

CARES Act Payroll protection and loan forgiveness:
“Paycheck Protection Program” Loans/Grants

Nonprofit organizations should consider all available types of relief available to them in addition to considering a Payroll Protection Program loan. Some types of aid/relief/loans are incompatible with obtaining a Payroll Protection Program loan or forgiveness of such a loan.

1. Employers with 500 or fewer employees are eligible for loans guaranteed by the federal government and facilitated by local banks and other authorized lenders; overseen by the Small Business Administration (SBA).
   a. Measurement of the employee count is a straight headcount (full-time and part-time employees each count as one employee)
   b. Special rules for determining employee count apply to organizations with affiliates where employees are employed by multiple organizations in the affiliated group
2. “Covered loans” are loans made under the Paycheck Protection Program during the period from the date of enactment through June 30, 2020.
3. Eligible recipients include 501(c)(3) tax-exempt organizations
   a. There is no apparent restriction with respect to religious organizations
      ▪ Lenders may have conflicting information about this
      ▪ Churches without an IRS 501(c)(3) determination letter could potentially face challenges in the application process, subject to further SBA guidance

© 2020 Batts Morrison Wales & Lee, P.A. All rights reserved.
Finances and Giving
Mr. Jason Kamrath, Chief Financial Officer

Maryland Small Business COVID-19 Emergency Relief Grant Fund:
Maryland Small Business COVID-19 Emergency Relief Grant Fund

This COVID-19 Emergency Relief $50M Grant Fund offers working capital to assist Maryland small businesses and nonprofits with disrupted operations due to COVID-19. Grant assistance is intended to provide interim relief complementing actions with its bank, business interruption insurance, and financial partners.

GENERAL TERMS AND CONDITIONS

- Grants up to $10,000 not to exceed 3 months of cash operating expenses for Maryland businesses and nonprofits impacted by the COVID-19 with 50 or fewer employees.
- Must be established prior to March 9, 2020.
- Business must be in good standing.
- Applicants must have employees on their payroll for whom they have had payroll taxes withheld (i.e. W-2 employees).
- Annual Revenues of the business or nonprofit not to exceed $5 million as evidenced by
Finances and Giving

Ms. Kathy Grayson, Director of Development

Say “thank you” to those in congregation that are keeping up with pledges.
Contact Kathy (kgrayson@EpiscopalMaryland.org) for a template to send out electronically to help promote giving.
Questions and Comments
Final Blessing
The Rt. Rev. Robert Ihloff