Abstract

The September 14, 2026 Navigator News Update highlights consequential nonprofit developments in federal grantmaking, employment, tax policy, fundraising, governance, and state regulation. A continuing resolution pauses OMB's proposed Uniform Guidance overhaul through December 11, while nonprofit leaders still need to prepare for a possible final rule. Other developments include a September 18 public charge rule, changes affecting federal contractors, new 2026 charitable-giving tax provisions, expanded nonprofit compensation excise-tax exposure, and state actions involving nonprofit funding, oversight, wages, and governance. This update organizes the week's developments by urgency so nonprofit executives and boards can identify immediate compliance needs, organizational responses, and issues requiring continued monitoring and preparation.

September 14, 2026 Navigator News Update: Including OMB Grantmaking Overhaul Paused, SNAP and WIC Stopgap, Universal Charitable Deduction and More!

From Nonprofit Management Navigator, a DBA of PMG46, LLC

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Introduction

Nonprofit leaders enter mid-September with temporary relief in one major federal area but little reason to relax their compliance and planning efforts. The continuing resolution delays OMB's proposed Uniform Guidance overhaul through December 11, yet the proposed changes remain relevant for organizations that rely on federal grants and pass-through awards. At the same time, immigration, federal-contractor, employment, IRS, fundraising, compensation, and state developments create near-term deadlines and operational choices.

This week's Navigator focuses on what nonprofit executives, boards, finance leaders, human resources teams, fundraisers, and grant managers should be watching. Several developments have specific September deadlines or effective dates; others are proposals, legislative initiatives, or enforcement signals that warrant preparation rather than immediate change. The Priority Legend distinguishes among matters calling for immediate action, an organizational response, or continued monitoring and preparation.

Priority Legend

Priority indicators help nonprofit leaders quickly identify which developments require their most immediate attention based on urgency and operational impact.

🔴 Immediate Action 🟡 Requires Organizational Response 🟢 Monitor and Prepare

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Nonprofit News and Federal Regulatory Developments

📋 **Executive Summary:** Federal developments combine a temporary grantmaking reprieve with several near-term immigration and funding issues. The September 2 continuing resolution blocks OMB from finalizing its Uniform Guidance rewrite through December 11, but preparation for a future rule remains important. Nonprofit employers and service organizations also face uncertainty involving Salvadoran Temporary Protected Status and a September 18 public charge rule. Food-assistance funding received a stopgap, behavioral-health grants are moving, and two House bills would address nonprofit tax-exemption protections and related procedural safeguards.

⚡ **Key Actions for This Section:**

- Continue preparing for a possible OMB final rule by inventorying federal funding exposure and reviewing indirect-cost and subrecipient practices against the proposed changes.
- If employing Salvadoran TPS holders, do not treat work authorization as lapsed while DHS action remains pending; continue monitoring USCIS guidance.
- Immigrant-serving organizations should prepare staff to address client questions connected to the September 18 public charge rule and its filing-date implications.
- Food banks, pantries, and other emergency-assistance nonprofits should plan around the December funding timeline rather than a September 30 cliff.
- Behavioral-health providers should watch for state-level subaward opportunities connected to the newly announced HHS grants, while all organizations monitor the two pending House nonprofit bills.

🟡 Congress Pauses OMB's Federal Grantmaking Overhaul Through December 11

A continuing resolution signed September 2 blocks the Office of Management and Budget from finalizing its sweeping rewrite of the Uniform Guidance — which governs virtually every federal grant, cooperative agreement, and pass-through award — through at least December 11. OMB had targeted an October 1 effective date after receiving nearly 500,000 public comments, many from nonprofits warning of new financial and compliance risk. The reprieve is temporary, not a withdrawal, so grantees should keep tracking the rule.

Source: BDO — What the Continuing Resolution Means for OMB's Proposed Uniform Guidance Rewrite

🟡 OMB Uniform Guidance Overhaul: Nonprofits Prepare For A Final Rule

OMB's proposed rewrite of the Uniform Guidance drew a record-setting number of submissions to Regulations.gov from nonprofits, state and local governments, universities, and other federal grant recipients. OMB has not yet issued a final rule or confirmed a new effective date, and its original October 1 target is now blocked through December 11 by the continuing resolution described above. In the interim, nonprofit organizations are advising boards and executives to inventory their federal funding exposure, review indirect-cost and subrecipient practices against the proposed changes, and continue monitoring for a revised or narrowed rule once the pause lifts.

Source: GBQ — OMB's Proposed Overhaul of the Uniform Guidance: What Nonprofit Boards Need to Know

🔴 Temporary Protected Status for El Salvador: DHS Has Not Acted as September 9 Deadline Passes

The Temporary Protected Status designation for El Salvador — the longest-running active TPS designation, in place since 2001 — was scheduled to end September 9, and USCIS had issued Form I-9 and E-Verify guidance directing employers to treat that date as the expiration of TPS-based employment authorization. But as of September 9, DHS had made no announcement, and a DHS spokesperson told reporters that Salvadoran TPS holders "retain protection" until a decision is made public. Immigration attorneys also note DHS may have missed the statute's 60-day advance-notice requirement, which independently could trigger an automatic six-month extension if no determination is made. The situation affects an estimated 170,000–200,000 Salvadoran nationals. Nonprofit employers with Salvadoran TPS holders on staff should hold off on treating work authorization as lapsed and watch USCIS's TPS page for an official announcement, while preparing for increased demand for legal and social services once DHS does act.(Readers should monitor the news for additional developments.)

Source: USCIS — Update on Temporary Protected Status for El Salvador; NBC News — Salvadoran TPS Deadline Nears, Impacting 200,000 Immigrants (Sept. 9, 2026)

🔴 USCIS Public Charge Rule Takes Effect September 18

A new DHS rule taking effect September 18 rescinds the narrower 2022 public charge standard and gives immigration officers broader discretion to weigh use of benefits such as Medicaid, SNAP, and housing assistance when reviewing green-card applications. Nonprofits serving immigrant families should expect renewed client anxiety about accessing services and be ready to explain how the filing date — not the benefit itself — determines which rule applies to a given case.

Source: USCIS.gov — US Citizenship and Immigration Services Rescinds 2022 Public Charge Regulation

🟡 September 2 Funding Bill Gives SNAP and WIC a Stopgap Through September 30

SNAP and WIC funding secured after last fall's shutdown was set to expire at the close of the fiscal year on September 30. The continuing resolution Congress passed and the President signed on September 2 — the same CR that paused OMB's Uniform Guidance rewrite — addresses this directly: it continues SNAP funding at current levels with a 30-day grace period for mandatory payments and authorizes necessary spending to maintain WIC. That removes the immediate cliff at September 30, though it is still a stopgap tied to the broader funding fight rather than a full-year fix, and further disruption remains possible if Congress and the White House don't resolve appropriations before the CR's own December 11 deadline or before the grace period runs out. Food banks, pantries, and other emergency-assistance nonprofits should stay alert to the December timeline rather than a September 30 cliff.

Source: Saving to Invest — Will SNAP Be Cut Off October 2026?; AMCHP — House Passes Continuing Resolution Prior to Fiscal Year Funding Cliff (Sept. 2026)

🟢 **HHS Awards $383.4 Million to Strengthen Behavioral Health and 988 Services**

On September 8, HHS's Substance Abuse and Mental Health Services Administration announced $383.4 million in new grants, including $252 million for the 988 Suicide & Crisis Lifeline, mobile crisis teams, and suicide-prevention work, plus tens of millions more for substance-use treatment and prevention. Nonprofit behavioral-health providers, crisis centers, and community mental-health organizations are significant recipients and should watch for state-level subaward opportunities flowing from this funding.

Source: HHS.gov — HHS Awards More Than $380 Million to Strengthen America's Behavioral Health System on 988 Day

🟢 **Bipartisan Bill Would Clarify Tax Exemption Is Not "Federal Financial Assistance"**

Reps. Greg Steube (R-FL) and Suzan DelBene (D-WA) introduced H.R. 10148, the Safeguarding America's Nonprofits Act, on August 24. The bill would add language to IRC Section 501 stating that tax-exempt status alone does not make an organization a recipient of federal financial assistance, shielding groups that take no direct federal funds from compliance burdens meant for federal grantees. It has been referred to the Ways and Means Committee.

Source: Congress.gov — H.R.10148, Safeguarding America's Nonprofits Act

🟢 **PROOF Act Would Add Due-Process Protections Before Tax-Exempt Revocation**

Reps. Lloyd Doggett (D-TX) and Terri Sewell (D-AL) introduced the Protecting the Rights of Organizations Fairly Act, H.R. 10258, on September 3. The bill would require the IRS to give organizations advance written notice, a legal explanation, and a chance to respond before terminating tax-exempt status, amid heightened scrutiny of nonprofits under existing anti-terrorism and political-activity authorities. It has been referred to Ways and Means.

Source: Congress.gov — H.R.10258, Protecting the Rights of Organizations Fairly Act of 2026

Nonprofit Human Resources Developments

📋 **Executive Summary:** Human resources developments require nonprofit employers, especially federal contractors, to distinguish final changes from proposals and enforcement signals. The Section 503 final rule takes effect September 21 and changes disability self-identification and utilization-goal requirements while preserving core nondiscrimination duties. DOJ's Deloitte settlement raises certification concerns involving DEI practices. DHS has proposed a substantial H-1B fee, the EEOC is considering elimination of federal demographic reports, and an ADA settlement reinforces limits on disability-based hiring screens and interview questions for covered employers.

⚡ Key Actions for This Section:

- Covered federal contractors should retire Form CC-305 processes and update onboarding and affirmative-action-plan templates before the September 21 Section 503 effective date.
- Federal contractors should review DEI-related metrics, compensation ties, development programs, and compliance certifications in light of the Deloitte settlement.
- Nonprofit employers that sponsor H-1B talent outside the stated exemptions should assess the proposed fee's budget impact and consider commenting by September 24.
- Continue preparing required EEO reports unless and until the EEOC proposal becomes final, while separately tracking applicable state and local reporting laws.
- Review hiring screens, interview questions, and physical standards for ADA risks highlighted by the Damar Services settlement.

🔴 OFCCP Section 503 Final Rule Takes Effect September 21

The Labor Department's final rule, published August 21, eliminates the requirement that federal contractors invite applicants and employees to self-identify as individuals with disabilities, drops the related data collection, and removes the 7% disability utilization goal. Nonprofits holding covered federal contracts must still comply with core Section 503 nondiscrimination and accommodation duties, but should retire Form CC-305 processes and update onboarding and affirmative-action-plan templates before the effective date.

Source: National Law Review — Federal Contractor Affirmative Action Shift: OFCCP Ends Disability Self-ID and Utilization Goals

🟡 DOJ's $21.5 Million Deloitte Settlement Raises Stakes for Federal-Contractor Certifications

The Justice Department announced August 25 that Deloitte will pay $21.5 million to resolve False Claims Act allegations that its diversity programs used race- and sex-based demographic targets while the firm certified compliance with federal anti-discrimination requirements. It is the second such settlement under DOJ's Civil Rights Fraud Initiative. Nonprofit federal contractors should review DEI-related metrics, compensation ties, and development programs against this enforcement pattern.

Source: Accounting Today — Deloitte to Pay $21.5M to DOJ Over DEI Employment Discrimination Claims

🟡 DHS Proposes $103,265 Fee for H-1B Cap-Subject Petitions

DHS published a proposed rule August 25 that would add a $103,265 fee to every cap-subject H-1B petition, on top of existing filing costs, to help fund immigration-system administration. The fee would not apply to petitions filed by nonprofit or governmental research organizations and universities. Comments are due September 24. Nonprofit employers that sponsor H-1B talent outside those exemptions should weigh the proposal's budget impact and consider commenting.

Source: USCIS.gov — DHS Proposes Additional H-1B Fee

🟢 EEOC Proposal Would Rescind EEO-1 Through EEO-6 Reporting Requirements

The EEOC voted July 21 to formally propose rescinding EEO-1 through EEO-6 workforce demographic reports and their related recordkeeping obligations, following a public hearing in August. The rule is not final, and employers should continue preparing to file as usual until a rule is adopted. Nonprofits should also remember that state and local demographic-reporting laws are unaffected and will continue to apply regardless of the federal outcome.

Source: Federal Register — Removal of Reporting Requirements (EEOC)

🟡 EEOC ADA Settlement Highlights Risks in Disability-Based Hiring Standards

The EEOC announced September 2 that Damar Services, an Indianapolis disability-services nonprofit, will pay $65,000 to settle claims it used hiring screens and phone-interview questions that improperly excluded applicants with hearing and vision disabilities. The case is a reminder that nonprofit employers — including those serving people with disabilities — may not ask disability-related questions or apply blanket physical standards that screen out otherwise qualified candidates under the ADA.

Source: EEOC.gov — EEOC Newsroom (Damar Services settlement)

IRS, Accounting and Finance Developments

📋 **Executive Summary:** IRS, accounting, and finance developments span tax-exempt oversight, fundraising strategy, executive compensation, and group-ruling administration. A reported Treasury and IRS audit framework has drawn Senate scrutiny, while proposed regulations would address tax exemption for private schools with racially discriminatory policies. For fundraising, 2026 brings both a universal charitable deduction for nonitemizers and a new AGI floor for itemizers. Expanded Section 4960 coverage broadens compensation review, and central organizations now have a new annual group-ruling update form and specific filing timetable.

⚡ **Key Actions for This Section:**

- Monitor any Treasury or IRS examination standards that emerge from the reported tax-exempt-status audit framework.
- Affected private schools should review admissions and scholarship policies and consider the November 3 comment deadline on the proposed tax-exemption rule.
- Incorporate the new universal charitable deduction and the 0.5% AGI floor into 2026 year-end fundraising communications and donor planning discussions.
- Organizations with potentially covered high compensation should review bonuses, deferred pay, severance, and related-entity compensation under expanded Section 4960 coverage.
- Central organizations with group exemptions should add Form 15644 and its 30-to-90-day filing window to their compliance calendars.

🟢 Reported Treasury/IRS "Blueprint" to Scrutinize Nonprofits' Tax-Exempt Status Draws Senate Scrutiny

Treasury and IRS officials are reportedly compiling an audit framework that could lead to tax-exempt revocation for a list of progressive and advocacy organizations, invoking a 2025 executive order aimed at nonprofits the administration accuses of a "substantial illegal purpose." In a September 2 letter, Senate Finance Committee members pressed Treasury Secretary Bessent for answers, citing concern that the effort's timing relative to the midterm elections suggests political motivation rather than neutral tax administration. The inquiry follows earlier assurances from the IRS's chief executive that tax-exempt determinations would not be influenced by an organization's politics. Nonprofits across the political spectrum should watch for any resulting examination standards, since the same process could eventually reach other organizations.

Source: U.S. Senate Committee on Finance — Letter to Secretary Bessent and Commissioner Bisignano

🟡 Treasury and IRS Propose Tax-Exemption Rule for Private Schools Engaging in Racial Discrimination

Treasury and the IRS proposed regulations September 3 that would deny or revoke Section 501(c)(3) status for private schools that adopt, maintain, or enforce policies discriminating on race, color, or national or ethnic origin — including race-conscious admissions or scholarship programs framed as remedial or diversity-related. The agencies estimate the rule could affect up to 18,000 private schools. Comments are due November 3, with first application to tax years beginning after May 31, 2027.

Source: IRS.gov — Treasury, IRS Move to End Tax-Exempt Status for Discriminatory Practices in Private Schools

🟡 New 2026 Universal Charitable Deduction Expands Giving Incentive for Nonitemizers

Starting with the 2026 tax year, taxpayers who claim the standard deduction can deduct up to $1,000 in cash gifts to qualifying charities ($2,000 for joint filers), a permanent, above-the-line benefit created by last year's tax law. The break does not apply to gifts to donor-advised funds or private foundations. Fundraisers should build this into year-end campaigns as a new incentive for the roughly 90% of donors who no longer itemize.

Source: Fidelity Charitable — One Big Beautiful Bill: Impact on Charitable Giving

🟡 New 0.5% AGI Floor Changes the Economics of Itemized Charitable Giving

Also beginning in 2026, itemizing donors may deduct charitable gifts only to the extent they exceed 0.5% of adjusted gross income — a new floor that effectively raises the bar for claiming any benefit at all. A donor with $100,000 in AGI, for example, gets no deduction for the first $500 given. Nonprofits should help major and mid-level donors understand how bundling or timing gifts can help clear the floor.

Source: FreeWill — How the One Big Beautiful Bill Act Could Impact Your Charitable Giving

🔴 Expanded Section 4960 Excise Tax Requires Broader Nonprofit Compensation Review

Section 4960's 21% excise tax on tax-exempt compensation above $1 million used to reach only an organization's five highest-paid employees; for tax years beginning after 2025, it now covers any employee, plus everyone previously covered. Nonprofits with highly paid physicians, coaches, investment staff, or executives — including pay from related entities — should start tracking bonuses, deferred pay, and severance now, since covered-employee status is permanent once triggered.

Source: Tax990 Blog — More Nonprofit Employees Could Now Trigger the Section 4960 Excise Tax

🔴 Central Organizations Must Use New Form 15644 for Group Ruling Updates

The IRS now requires central organizations that hold a group exemption to use new Form 15644, Supplemental Group Ruling Information, for the annual update on their subordinate organizations required under Revenue Procedure 2026-8. The form must generally be filed 30 to 90 days before the close of the central organization's accounting period. Associations, denominations, and federated nonprofits maintaining group exemptions should update their compliance calendars accordingly.

Source: IRS.gov — Exempt Organizations Update

State Nonprofit News Developments

📋 **Executive Summary:** State developments show increasing pressure on nonprofit funding, governance, contracting, employment costs, and regulatory oversight. California's SB 1240 remains before the governor, while South Carolina plans a new local-government pathway for legislator-directed nonprofit funding. Connecticut and Minnesota developments highlight grant controls and fiduciary accountability. D.C. continues reviewing a major nonprofit health-care asset transfer, San Antonio nonprofits are contesting proposed funding reductions, Florida's minimum wage reaches $15 on September 30, and Hawaii offers hurricane-related filing relief to affected nonprofit organizations.

⚡ **Key Actions for This Section:**

- California nonprofits should monitor gubernatorial action on SB 1240 through September 30, while South Carolina organizations should prepare for a local-government funding pathway in the next budget cycle.
- Organizations that receive or reissue public grant funds should review subrecipient monitoring, documentation, and recordkeeping in light of the Connecticut audit.
- Boards and executives should review conflict-of-interest, fiduciary, and charitable-asset controls in light of Minnesota's governance enforcement action.
- Florida nonprofit employers should update payroll systems and job postings before the September 30 minimum-wage increase.

- Hawaii nonprofits affected by Hurricane Lala should confirm eligibility for the filing-relief window, and organizations facing local funding or transaction review should track the San Antonio and D.C. developments relevant to them.

🟢 California's SB 1240 "Office of Nonprofit Empowerment" Awaits Governor's Signature

SB 1240, which would create a centralized state office to coordinate nonprofit policy, contracting guidance, and technical assistance, was approved by the Legislature on August 27 and was presented to Governor Newsom on September 3; he has until September 30 to sign or veto it. Sponsored by CalNonprofits, the bill is considered the marquee nonprofit measure of California's 2026 session and would reshape how the state's charitable sector interacts with agencies on grants and contracting.

Source: For Purpose Law Group — Veto Watch for CA Charitable-Sector Legislation

🟡 South Carolina Moves Away From Direct State Earmarks to Nonprofits

Lawmakers have agreed that beginning with the next budget cycle, legislator-directed funding will flow through local governments rather than directly to nonprofits, after criticism that some past recipients had little financial track record. Money can still ultimately reach charities as subgrants from cities and counties, but nonprofits should expect an added layer of local oversight and a new application pathway going forward.

Source: SC Daily Gazette — SC Senate's Pet Projects Give Glimpse Into Budget With No Direct Nonprofit Funding

🟡 Connecticut Audit Finds Serious Controls Failures in Nonprofit-Administered State Grants

A forensic audit released September 2 found that auditors could not document $2.4 million of the more than $15 million in state funds the now-closed Blue Hills Civic Association distributed to dozens of Hartford-area organizations, with one major recipient refusing to cooperate amid a federal investigation. The findings intensify scrutiny of subrecipient monitoring and recordkeeping for any Connecticut nonprofit that receives or reissues state grant dollars.

Source: CT Mirror — Auditors: Millions Given to Blue Hills Civic Assoc. Unaccounted For

🟡 Minnesota Attorney General Settlement Imposes Major Nonprofit Governance Sanctions

A September 3 settlement resolving claims against the dissolved nonprofit Act for Cause bars its former president, Rajesh Mehta, from serving as an officer or director of any Minnesota nonprofit for 20 years and requires him to pay $200,000 in civil penalties over alleged self-dealing and fiduciary breaches. The case underscores Minnesota regulators' willingness to pursue individual leaders, not just organizations, for governance failures and misuse of charitable assets.

Source: Minnesota Attorney General's Office — Settlement With Saint Paul Nonprofit and Its President

🟢 **District of Columbia Continues Review of Nonprofit Physician-Group Asset Transfer**

The D.C. Attorney General's Office has until at least September 30 to review the proposed transfer of the Medical Faculty Associates' assets and staff to a nonprofit controlled by for-profit Universal Health Services, under an agreement that let the deal operationally close while regulators continue examining it. UHS agreed to pay the District $610,000 for delays. The case illustrates growing scrutiny of nonprofit health-care conversions involving for-profit acquirers.

Source: D.C. Office of the Attorney General — Agreement Regarding Review of Proposed MFA Transfer

🟡 **San Antonio Nonprofits Fight Proposed $5.1 Million Reduction in City Grants**

More than 50 San Antonio nonprofits rallied at City Hall September 2 against a proposed $5.1 million cut to the city's Consolidated Funding Pool, which would affect 48 programs and more than 9,300 residents citywide, including housing, mental-health, and youth services. Several council members joined the opposition. The dispute illustrates the budget pressure many local governments face and its direct spillover into nonprofit service funding.

Source: Texas Public Radio — San Antonio Nonprofits Rally Against Proposed $5.1 Million Cut to City Funding

🔴 **Florida's Minimum Wage Rises to $15 Per Hour Effective September 30**

Florida's minimum wage reaches $15.00 an hour on September 30, the final scheduled step under the constitutional amendment voters approved in 2020, with the tipped-employee cash wage rising to $11.98. Beginning in 2027, further increases will be tied to inflation. Nonprofit employers operating in Florida should update payroll systems and job postings before the effective date to avoid wage-and-hour exposure.

Source: Lowndes — Florida's Minimum Wage Reaches $15.00 on September 30, 2026

🔴 **Hawaii Offers Hurricane Lala Tax Relief Including Exempt-Organization Filings**

Governor Josh Green has authorized Hawaii's Department of Taxation to waive penalties and interest through October 20 for taxpayers affected by Hurricane Lala who could not timely file certain state returns, including exempt organizations filing Form N-70NP. Hawaii nonprofits recovering from the storm should confirm eligibility and use the relief window to catch up on state filings without incurring late penalties.

Source: Hawaii Governor's Office — News Release: Governor Green Authorizes Relief for Hurricane Lala-Impacted Taxpayers

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Summary

This week's Navigator reflects a nonprofit operating environment shaped by temporary federal relief, imminent compliance dates, changing tax incentives, and expanding oversight. The continuing resolution pauses OMB's Uniform Guidance overhaul through December 11, but federal grantees still have preparation work to do. Immigration developments affect both nonprofit employers and organizations serving immigrant communities, while SNAP and WIC received only temporary funding protection. Human resources teams face a September 21 Section 503 effective date, federal-contractor enforcement concerns, H-1B fee proposals, EEO reporting uncertainty, and ADA hiring risks. IRS and finance developments require attention to tax-exempt oversight, private-school rules, the new universal charitable deduction, the 0.5% AGI floor, expanded Section 4960 compensation exposure, and group-ruling procedures. State developments add further funding, governance, transaction, wage, and filing issues. Across these areas, the common management task is to separate immediate deadlines from proposals and temporary reprieves, assign responsibility, and maintain active monitoring where rules or funding remain unsettled.

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