

How CFMT Employee Care Funds Work

- The employer creates an Employee Assistance Fund at the Community Foundation to help employees experiencing serious financial hardship due to tragedy beyond their control.
- The employer gets a tax deduction and relinquishes all legal ownership and control of the funds (that's what makes it charitable).
- CFMT works with the employer to create materials to let employees know this exists and to make application forms available.
- The employer may choose to encourage employees to make tax-deductible gifts to the Fund as well, once it is established.
- Employees who need assistance are encouraged to apply to the Fund to help pay for essential living expenses including medical, housing, utilities, and other basic necessities.
- When applications come in, they are reviewed by the staff of CFMT against the appropriate criteria.
- Unfortunately, not all applicants will be funded — however, most are as long as there are funds available to do so.
- When a distribution from the Fund is approved, checks are not written to the individual — so there is no tax consequence to them. They are written to entities like the electric company to pay overdue bills or expenses that result from the crisis/tragedy.
- Contributions to the Fund cannot be made to benefit any one person or family. If they are, they are (again) acts of kindness but not tax-deductible. So it is important to set this up and get it funded before the fact.