

Planning & Evaluation Committee

Tuesday, February 4, 2025

1:00 pm – 3:00 PM

Charles Morris Conference Room

Be the Driving Force . . .

. . . to engage partners to achieve lasting positive outcomes for all children, beginning at birth.

I. Determination of Quorum & Call to Order – Chair

Quorum = 3 of 8 total committee members or 33%

- A. Chair's Comments Dr. Nicole Lucas
1. Introduction of new member
 2. Committee Membership Plans for FY 2025-26

II. Approval of Minutes October 1, 2024*

III. President's Report Provided in Packet for Review

IV. Planning, Monitoring, and Evaluation Pamela Federline

- A. Annual Submission of Activities Update*
1. New Contract Data Management System^Δ
 2. Smart Solutions^Δ
 3. Recommendation *
- B. Salesforce Program Module Development Update^Δ
1. Kaleidoscope Play and Learn (KPL)
 2. Parents for Higher Education (PFHE)
 3. Learning Library
 4. Professional Development and Narratives/Special Stories
 5. Hoke Programs: MPP / Safe Sleep & Safety Seats
- C. Mid-Year Reporting (includes Q1 and Q2 outputs and mid-year outcomes)
- D. Formal Site Visit Schedules

V. Information^Δ Pamela Federline

- A. Upcoming Events:
1. Little Land: Big Play for Families February 15, 2025

VI. Adjournment Dr. Nicole Lucas

- A. ***Next meetings – 1:00 p.m. to 3:00 p.m.⁺***
1. April 1, 2025⁺
 2. June 3, 2025⁺

+ P&E committee meetings typically last an hour, but please reserve two hours just in case

* Needs Action

^ΔInformation Only

! Possible Conflict of Interest (Recusals)



**Partnership for Children of Cumberland County, Inc.
 Planning and Evaluation Committee
 October 1, 2024 (1:02 pm – 2:55 pm)**



P&E MEMBERS PRESENT: Dr. Nicole Lucas, Carl Mitchell. Dr. Ginny Kaplan, Rebecca Jackson, Ayanna Richard
P&E MEMBERS ABSENT: Kandy Dilion, Amy Cannon
STAFF SUPPORT PRESENT: Pamela Federline, Heather Gallagher, Steven Gipson, Marie Lilly
GUESTS:

AGENDA ITEM	DISCUSSION & RECOMMENDATION	ACTION	FOLLOW-UP
I. Determination of Quorum & Call to Order	A. Dr. Lucas called the meeting to order at 1:02 pm.	Called to Order	
II. Review and Approval of Minutes a) Minutes from August 6, 2024	A. The Planning and Evaluation Committee minutes from August 6, 2024, were reviewed and approved as corrected.	N. Lucas called for a motion to accept minutes. C. Mitchell made the motion. R. Jackson seconded. Motion passed unanimously	
III. President's Report	A. The President's Report was reviewed by Pamela Federline		



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AGENDA ITEM	DISCUSSION & RECOMMENDATION	ACTION	FOLLOW-UP
IV. Planning, Monitoring, and Evaluation	A. By-Laws Review for Planning and Evaluation Committee <ul style="list-style-type: none"> a. Committee reviewed By-Laws and made edits B. CAD Change Requested by NCPC: Child Care Resource & Referral C. Salesforce Program Module Development <ul style="list-style-type: none"> a. Kaleidoscope Play and Learn (KPL) b. Parents for Higher Education (PFHE) c. Learning Library d. Professional Development and Narratives/Special Stories e. Hoke Programs: MPP/ Safe Sleep & Safety Seats D. Library Program Review	G. Kaplan moved to accept the by-laws as edited, with consideration of changing the word "Corporation" to "Organization throughout the entire document." C. Mitchell seconded. Motion passed unanimously C. Mitchell made a motion to accept CCR&R CAD change. R. Jacson seconded. Motion passed unanimously.	
V. Information	A. Kindness Awards Nominations B. Little Land: Big Play for Families		
VI. Meeting Adjourned	N. Lucas adjourned the meeting at 2:55 p.m. The next P&E meeting will be December 3, 2024 in person at PFC	Meeting Adjourned The next P&E Meeting will be in person at PFC.	Steven Gipson will send invitations.

Approval: Based on committee consensus, the minutes of the above-stated meeting are hereby approved as presented and/or corrected.

Committee Chair

Date

Submittal: The minutes of the above-stated meeting are submitted for approval.

Secretary

Date

President's Report
Executive Committee (Acting on Behalf of Board)
Charles Morris Room
Thursday, January 30, 2025

A. NCPC/DCDEE Updates / Legislative Updates

1. NCPC

- This month's sample story is about **Consumer Education**. This is an example of how our case worker assist families in accessing resources. See attached.
- **NCPC has issued Carryforward Caps effective June 30, 2025.** The caps are the maximum amount of unspent funds as of June 30, 2025 that will be returned to the Local Partnership as carryforward for FY25-26. Cap percentages were reduced by 25% compared to June 30, 2024 caps.

2. DCDEE

- DCDEE continues to hold QRIS Modernization Information Sessions as rules are reviewed and finalized by the Child Care Commission.
- Precontracting information for FY25-26 has been submitted for both NC Pre-K and Region 5 contracts.

3. State Level

- As the NC's 2025 legislative session begins we will be attending NCPC's Policy calls. As information becomes available, we will share it.
- Dr. Devdutta "Dev" Sangvai has been named Secretary for DHHS. Other senior level appointments for DHHS and DCDEE are in process.

4. Federal Level

- Executive Orders were issued beginning on January 20. Attached is a summary of potential ramifications.
- On Monday evening, January 27 the federal Office of Management and Budget (OMB) sent a memo to federal agencies ordering them to pause most of their grants and loans – including billions of dollars in grants to nonprofits. Court cases were filed on Tuesday to block the order. The White House rescinded the memo Wednesday afternoon. This means disbursement of federal funds should continue for the time being. (Attached special edition of the NC Center for Nonprofits Policy Updates)
- We will continue to monitor changing policies and updates and stay in close contact with our grant funders.
- The Continuing Resolution for FY25 expires March 14. We will track budget work as it moves forward.

5. Local Level

- Leaders from Fayetteville and Cumberland County decided on Monday to work together to ensure that residents have access to childcare. The Joint City and County Liaison Committee voted unanimously to pursue this topic further.

B. Grant Opportunities/Updates/RFPs

- The new contract for the City of Fayetteville's ARPA grant was executed December 31, 2024. The new contract allocates funds to support Family Connects (\$285,600), an Early Childhood Workforce Development program (\$78,037) and 10% indirect expenses (\$36,363). Funds must be spent by December 31, 2026. The City will be providing additional information regarding the parameters of the contract under the Revenue Replacement section of ARPA funding.

C. Staff Updates

- **Congratulations! to Jeremy Julch, IT Administrator for being accepted at FSU to work on his Bachelor's degree.** He is the most recent of many staff who are pursuing higher education.
- **We have two farewells for this month. Brianna Brown, Program Specialist for NC Pre-K team. Brianna's last day will be February 3. Melissa Thames, Accounting Specialist in our fiscal department. Melissa's last day will be February 7. We wish both Brianna and Melissa the best as they leave the Partnership.**
- Link to apply for the part-time Program Specialist position: <https://www.indeed.com/job/program-specialist-c93c35c320c017c0>

D. Events

- **The Library is open for business! Initial services to the Board and PFC staff began January 27 and the library will be open to the community beginning February 3.**
- **NC Pre-K Let's Get Enrolled:** Please share the URL: [LetsGetEnrolled.com](https://letsgetenrolled.com). We are launching applications for the 2025-2026 school year on January 22, 2025.
- **Giving Tuesday:** We were proud to be part of the Cumberland Community Foundation's Giving Tuesday event again this year. Thanks to everyone who made their board donation through the Giving Tuesday Campaign and shared the information widely. **Direct donations to PFC were \$5,185 and the additional amplification was \$1,420.65, totaling \$6,605.45.**
- **Barnes & Noble 2024 Holiday Book Drive Totals:** The community donated 1,842 books with an in-kind value of \$13,006.55. We are grateful to our partners at the Fayetteville Barnes & Noble store for facilitating the book drive for us!
- **Little Land: Big Play for Families:** We still need your continued support in seeking volunteers and spreading the word. We have secured many of our return activities and are looking forward to the NC Zoo and PBS Rootle attending and incorporating Arts Land. Event date is February 15, 2025 from 10:00 am – 2:00 pm. We still need volunteers. Contact Daniele Malvesti-Petti (dmalvesti@ccpfc.org) if you are interested in volunteering.

Mary Sonnenberg, President

Goals July 1, 2024 – June 30, 2025

Annual Goal #1: Continue Succession Planning for all Department Chairs.

Measurable Objectives: Implement a comprehensive succession planning program to ensure a smooth transition and continuity of leadership for all department chair positions by the end of the next fiscal year.

Key Results: (Actionable Steps) Obtain feedback from current department chairs regarding the effectiveness and suitability of identified successors and succession plans.

8/22/2024 Update to Board

- I have met with the senior leadership team regarding all of the goals. Each Department Head is working with their staff for cross-training, identifying key staffing needs, and reviewing job descriptions to align with organizational needs. Outlines of succession planning at the department level are in progress. The leadership team meets regularly, and I have individual meetings with my direct reports.
- I shared President’s Goals for FY 25 at July 2 All Staff meeting, which allows for supervisors to address overall organizational goals in Performance Conversations and goal setting for the year.

July – September 2024 Update to Board

- The vacated MAC position required the fiscal department to look at alternative strategies due to the difficulty of recruiting fiscal positions. The team developed strategies to utilize existing staff and post an entry-level position that will be cross-trained to continue strengthening the department. This will continue to elevate our high fiscal management and client support standards.
- Our IT department is included on NCPC’s list of supports for the IT services network. We already have other local partnerships as clients, but this has elevated our services. We have already had one new partnership reach out for services.
- Staff has been working on expectations and goal development for this year as part of our performance conversations. All leadership team members who report directly to me have had development meetings and set goals.
- Job descriptions are being reviewed as needed as part of departmental succession planning.

October – December 2024 Update to Board

- Anthony Ramos, our HR Manager, is spearheading our project to review and revise our pay structure and position evaluation method in alignment with our sustainability and succession planning goals. This work will be in conjunction with the HR Committee as materials are compiled and recommendations finalized.
- NCPC is also completing a compensation study with the network. That information will be available to us as we work on our process.

Annual Goal #2: Develop and implement training for executive board.

Measurable Objectives: Develop and implement a comprehensive training program for the executive board to enhance leadership capabilities, strategic decision-making, and governance effectiveness by the end of the next fiscal year.

Key Results: (Actionable Steps)

8/22/2024 Update to Board

- Orientation for New Board and Committee members occurred on July 25 as part of the Executive Committee meeting. NCPC staff attended and gave a presentation on Smart Start and “What’s Your Charge” to Board Members. The agenda is attached. Senior Staff presented on specific identified programmatic areas. NCPC provided links to additional resources for the Board. Access to NC Center for Nonprofits training is available to Board members. NCPC covers the cost of the network membership.
- A survey was sent out to assess other topics the board members were interested in. Continuing to keep up with legislative updates was noted as an ongoing need.
- At the 8/22 Board meeting, Fiscal presentation of the Exhibits for the Audit and review of the Final FY24 PUB will be a focus area.

July – September 2024 Update to Board

- Selected stories about our programs are being provided at each Board and Executive Committee meeting to highlight services. These are part of how we tell our story.
- The Community Engagement & Development Committee is working on “elevator speeches” and learning tracks for the Board and staff.
- A review of the By-laws is a priority for this year. This work will occur at the staff, committee and Executive Committee level. This full review will provide a good overview of Partnership governance and operation. Once recommendations are compiled and approved by Executive Committee, they will go to the full Board for final approval.

October – December 2024 Update to Board

- Timeline for completion of the By-laws review was distributed to Board.
- Senior Leadership will review the draft with recommendations from Committees and leadership team on February 5, with the goal to present to Executive in March.
- Board Development Committee has focused on recruiting new members for Committees and Board through Indeed. Seven new members for Committees have been approved and started attending those meetings.
- Board Development will be reviewing potential new Board members to fill terms ending and other key roles. Looking at in-person meetings as we move into updating strategic planning goals and succession planning.

Annual Goal #3 Incorporate resources for neurodivergent children.

Measurable Objectives: Develop and implement comprehensive resources and support systems for neurodivergent children within the organization.

Key Results: (Actionable Steps) Develop and compile a toolkit of sensory tools, learning aids, and adaptive technologies.

8/22/2024 Update to Board

- This goal is a programmatic-focused goal. The Programs Department will provide an initial review of already available resources.
- The CCR&R Committee is already having meetings to focus on building out this area of resources and support systems.
- Board members, current and former, will be asked to be part of the process to develop the system for this goal. This will include collaborating with community partners to develop these additional resources and support systems.

July – September 2024 Update to Board

- The CCR&R Committee discussed this goal at their most recent meeting. To concentrate on the goal and development of strategies, they are convening a work group that will bring back recommendations to the Committee. We are seeking community stakeholders to participate in the workgroup. If you are interested or know someone who would be a good resource, please contact Julanda Jett, VP of Programs (jjett@ccpfc.org).

October – December 2024 Update to Board

- With the Library re-opening, a list of appropriate materials for this population is being compiled to be ordered and placed in the library.
- Julanda Jett, VP of Programs is continuing to develop the work group to come up with additional recommendations.

Special Story 1.30.2025

Consumer Education

A 78-year-old grandmother came in to get information about what Partnership for Children offered to children and families. The grandmother came back and said she needed help, for her 2-year-old granddaughter. The grandmother explained that she is 78 and has been assisting her working daughter with childcare, for her 2-year-old granddaughter. The grandmother explained that her home was not a safe environment for the 2-year-old based on the construction and she basically was not able to provide the type of care the 2-year-old child needed. After the assessment and referrals, the parent was able to apply and get the 2-year-old enrolled in a Headstart program.

Executive Orders Affecting Charitable Nonprofits



Updated January 29, 2025

New updates are highlighted in beige.

After his January 20th inauguration, President Trump signed dozens of Executive Orders (EOs) covering a broad range of issues, including diversity, equity, and inclusion programs; government grants and contracts; civic engagement; immigration; and certain nonprofit subsectors. **Some of the EOs won't take effect immediately, and many are expected to be immediately challenged in court.** This chart outlines some of the EOs that may affect nonprofits directly or indirectly.

This document will be updated frequently, so please use this link to see the most up-to-date version: <https://www.councilofnonprofits.org/files/media/documents/2025/chart-executive-orders.pdf>

Help us track the impacts of the recent Executive Orders on the nonprofit sector by sharing your stories of observed impacts on your work and the people you serve:

<https://www.councilofnonprofits.org/form/effects-executive-actions-nonprofits>

Background Resources

- [The Impacts of the Recent Executive Orders on Nonprofits](#), National Council of Nonprofits.
- [Presidential Actions](#), White House.
- [What Is an Executive Order?](#), American Bar Association, Jan. 25, 2021.

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Diversity, Equity, and Inclusion (DEI)

Nonprofit Impact

Federal government DEI programs and trainings, often provided by or in partnership with nonprofits, will be eliminated. In addition, President Trump has signed EOs extending "anti-DEI" efforts to the private sector.

Executive Order	Related Actions
<p><u>Ending Illegal Discrimination and Restoring Merit-Based Opportunity</u></p> <ul style="list-style-type: none"> Requires every federal grant or contract to certify it is compliant with “anti-discrimination” laws and does not operate any programs promoting DEI that violate “anti-discrimination” laws. Directs the Office of Management and Budget (OMB) to review all processes, directives, and guidance, and remove all references to DEIA “under whatever name they appear” and terminate all mandates, requirements, programs, and activities. Requires agencies and the Attorney General to take appropriate action to advance “anti-DEI” in the private sector. Requires the Attorney General and agencies to provide recommendations for enforcing “anti-DEI” and end DEI in the private sector. 	<p>After signing the EO, the federal agency in charge of personnel (US Office of Personnel Management, or OPM) sent guidance to all federal agencies instructing them to begin the process of shutting down any DEI-related programs.</p> <p>OPM also instructed all federal agencies, by 5pm on 1/22 to:</p> <ul style="list-style-type: none"> Put any federal staff working on DEI-related programs to be put on administrative leave. Remove all outward facing media (websites, social media, etc) of DEI offices or initiatives. Terminate any DEI-related contractors.

Diversity, Equity, and Inclusion (DEI)

Executive Order	Related Actions
<p><u>Ending Illegal Discrimination and Restoring Merit-Based Opportunity</u></p> <ul style="list-style-type: none">• Requires a report by the Attorney General and each agency to identify up to 9 potential investigations of corporations, large nonprofits or associations, or foundations with assets of \$500 million or more or state and local bar and medical associations and higher education institutions with endowments of \$1 billion or more.• Requires guidance for all education agencies and higher education institutions that receive federal funds or federal student loan assistance.• Rescinds <u>EO 11246</u> which required government contracts to include antidiscrimination provisions and affirmative action requirements.	<p>On 1/27 OMB issued a memo that called for the pause of all federal funding beginning 1/28 at 5pm Eastern. The National Council of Nonprofits, American Public Health Association, Main Street Alliance, and SAGE filed for a <u>temporary restraining order to stop the memo</u> from going into effect.</p> <p>Minutes before the memo went into effect, a DC federal judge <u>ordered an administrative stay</u>, which temporarily blocked the freeze until 2/3 at 5pm Eastern.</p> <p>A <u>separate suit</u> by 22 state Attorneys General was also filed in federal court.</p> <p>On 1/29 OMB rescinded the memo. (<u>OMB Memo Rescinding M-25-13 01-29-2025</u>)</p>

Diversity, Equity, and Inclusion (DEI)

Executive Order	Related Actions
<p><u>Initial Rescissions of Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none"> Rescinds previous Biden Executive Orders to expand DEI in in <u>federal government programs</u>, the <u>federal workforce</u>, and <u>underserved communities</u>. 	<p>OPM requests that any federal employee report any “change of contract description or personnel description since November 5, 2024 to obscure the connection between the contract and DEIA or similar ideologies. (<u>OPM Memo Initial Guidance Regarding DEIA Orders</u>)</p>
<p><u>Ending Radical and Wasteful Government DEI Programs and Preferencing</u></p> <ul style="list-style-type: none"> Directs the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM) to coordinate with all federal agencies to terminate all DEI programs in federal agencies, including equity related grants, and equity action plans. 	
<p><u>Initial Rescissions of Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none"> Rescinds previous Biden Executive Orders to expand DEI in in federal government programs, the federal workforce, and underserved communities. 	
<p><u>Ending Radical and Wasteful Government DEI Programs and Preferencing</u></p> <ul style="list-style-type: none"> Directs the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM) to coordinate with all federal agencies to terminate all DEI programs in federal agencies, including equity related grants, and equity action plans. 	

Federal Government

Nonprofit Impact

Nonprofits partnering with federal government agencies or receiving federal funding, especially through government grants and contracts, may experience longer wait times and slower processing, loss of points of contacts or difficulty reaching them, and increased strain on relationships.

Nonprofits should advocate for and talk to government partners about government grants and contracting reform and provide specific examples of how processes and reporting requirements could be streamlined.

Nonprofits will no longer have direct White House connections through the Office of Faith-Based and Neighborhood Partnerships.

Executive Order	Related Actions
<p><u>Return to In-Person Work</u></p> <ul style="list-style-type: none"> Directs full-time, in person work for all federal employees. 	<p>OPM instructed all federal agencies by 5pm 1/24 to revise telework policies to require eligible employees to work full time in person. (OPM Return to Office Guidance Memorandum 1-22-25)</p> <p>Federal agencies are instructed to prepare to implement and submit their plans to OMB and OPM for review and approval by 5pm 2/7. (OMB-OPM Return to Office Implementation)</p> <p>Federal employees have until 2/6 to share whether they will stay in their current role or resign under a deferred resignation program. Those who resign can work through 9/30 or earlier. (OPM Memo Regarding Deferred Resignation Program 01-28-2025)</p>
<p><u>Regulatory Freeze Pending Review</u></p> <ul style="list-style-type: none"> Freezes outstanding regulations pending review. 	

Federal Government

Executive Order	Related Actions
<p><u>Initial Rescissions of Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none">• Removes pay transparency and equity requirements for federal workers.• Rescinds previous Biden Executive Order requiring executive employees to commit to an ethics code and not accept gifts from lobbyists.• Rescinds previous Biden Executive Order establishing the White House Office of Faith-Based and Neighborhood Partnerships.	
<p><u>Hiring Freeze</u></p> <ul style="list-style-type: none">• Implements federal hiring freeze.	<p>OPM instructed all federal departments and agencies that no vacant positions existing at 11:59 A.M. on January 20, 2025 may be filled and no new positions may be created, except in limited circumstances. Some exemptions are provided. (<u>OMB-OPM Hiring Freeze 01 20 205 1201pm</u>)</p>

Federal Government

Executive Order	Related Actions
<p><u>Regulatory Freeze Pending Review</u></p> <ul style="list-style-type: none"> Freezes outstanding regulations pending review. 	
<p><u>Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce</u></p> <ul style="list-style-type: none"> Changes human resources policies and allows for easier termination. Creates a new category to exempt federal employees in “policy-determining, policy-making, or policy-advocating” position from accessing tools to appeal termination. Positions federal agencies can consider include those with duties such as “substantive participation and discretionary authority in agency grantmaking.” 	<p>OPM instructed federal agencies to designate and submit a point of contact by 1/29, and agencies have until 4/20 to submit interim recommendations. (<u>OPM Memorandum Policy Career Guidance 01-27-2025</u>)</p> <p>The National Treasury Employees Union filed a <u>lawsuit</u> 1/20.</p>
<p><u>Establishing and Implementing the President’s “Department of Government Efficiency”</u></p> <ul style="list-style-type: none"> Establishes the Department of Government Efficiency (DOGE) to implement the DOGE Agenda, modernize federal technology and software and provide access to all unclassified agency records, software systems, and IT systems. 	<p>DOGE is staffed and has offices in the White House. Each federal agency is charged with creating a DOGE of at least 4 staff.</p> <p>Three federal lawsuits have been filed to challenge this EO. A fourth lawsuit seeks all records from OMB related to DOGE.</p>

Immigration

Nonprofit Impact

Nonprofits working with immigrant populations, providing legal assistance or training, or delivering humanitarian or other direct aid, may see the need for services increase, may lose funding, and could be targeted by law enforcement. Human services and social services could also be targeted.

Executive Order	Related Actions
<p><u>Protecting the American People Against Invasion</u></p> <ul style="list-style-type: none">• Directs relevant federal agencies to take action to remove undocumented immigrants from the country.• Requires the Attorney General and Secretary of Homeland Security to review all federal contracts, grants, and other agreements providing funding to nongovernmental organizations supporting or providing services to “illegal aliens” for conformity, waste, fraud, abuse, and compliance with immigration laws and pauses funding.• Terminates agreements determined to be in violation and initiates clawback or recoupment.• Directs the creation of statewide Homeland Security Taskforces and detention centers.• Requires the identification of all “unregistered illegal aliens”.• Directs relevant agencies to take action to block federal funding to sanctuary cities.• Requires all federal agencies to ensure undocumented immigrants do not receive any public benefits.	<p>Many provisions in this EO will be subject to litigation.</p>

Immigration

Executive Order	Related Actions
<p><u>Protecting the Meaning and Value of American Citizenship</u></p> <ul style="list-style-type: none">Challenges birthright citizenship under the 14th Amendment when the person’s mother was unlawfully in the US and the father was not a US citizen or permanent resident or the mother’s presence was lawful but temporary and the father was not a US citizen or permanent resident.	<p>A federal judge <u>temporarily blocked</u> this EO from going into effect. The case is expected to be appealed. Four other federal lawsuits, including one filed by 18 state Attorneys General, have also been filed.</p>

Nonprofit Impact

Charitable nonprofits serving LGBTQ+ communities, and providing gender-affirming care and other services, may experience loss of federal funding, increase in demand for services, and strained relationships with government partners.

Executive Order	Related Actions
<p><u>Initial Rescissions of Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none"> • Revokes previous executive order (EO 13988) preventing and combating discrimination on the basis of gender identity or sexual orientation. 	
<p><u>Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government</u></p> <ul style="list-style-type: none"> • Requires the United States to recognize only two sexes, male and female. • Directs the Executive Branch to enforce all sex-protective laws under the lens of two sexes. • Directs government-issued identification documents to only recognize two sexes. • Prohibits federal funds to be used to promote gender ideology. • Requires all agencies to remove all references that promote gender ideology. 	<p>Federal agencies have been directed to remove all statements, policies, regulations, forms, communications, or other internal and external messages related to LGBTQ+ equity or work with LGBTQ+ people and communities.</p> <p>Agencies have been directed to change any forms that require an individual's sex to list only male or female. They are prohibited from requesting gender identity.</p> <p>Agencies have been directed to rescind any guidance related to LGBTQ+ equity, and to terminate any contracts related to LGBTQ+ equity.</p>

Environment

Nonprofit Impact

Nonprofits receiving or expecting funding from Elective Pay (sometimes known as “Direct Pay”), Inflation Reduction Act, or other Infrastructure Investment and Jobs Act programs may have the programs and funds terminated.

Charitable nonprofits may also be contacted to comment on their experience before, during, and after natural disasters.

Executive Order	Related Actions
<p><u>Council to Assess the Federal Emergency Management Agency</u></p> <ul style="list-style-type: none"> Creates a Federal Emergency Management Agency (FEMA) Review Council that shall meet regularly and “solicit information and ideas from a broad range of stakeholders, including... nonprofit organizations.” This Council will give the President a report on FEMA’s response to natural disasters since 2020 that evaluates whether the agency can serve its functions. The first public meeting will be held 90 days from Jan. 24, 2025. 	
<p><u>Initial Rescissions of Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none"> Revokes previous executive order (<u>EO 14052</u>) to implement the Infrastructure Investment and Jobs Act. 	<p>Federal agencies are directed to immediately pause the disbursement of funds appropriated through the Inflation Reduction Act of 2022 (Public Law 117-169) or the Infrastructure Investment and Jobs Act (Public Law 117-58).</p> <p>Agencies have three months to report to the White House on whether the paused funds align with the President’s stated policy objectives. If the funds do not align, funds will not be distributed.</p> <p>This will be challenged in court.</p>

Environment

Executive Order	Related Actions
<p><u>Unleashing American Energy</u></p> <ul style="list-style-type: none">• Expands energy exploration on Federal lands and waters, eliminates electric vehicle (EV) mandate, terminates Green New Deal.	

Census

Nonprofit Impact

Lays the groundwork for legislation and other actions to exclude noncitizens from future Censuses. The National Council of Nonprofits submitted an [amicus brief](#) when this issue was heard by the U.S. Supreme Court for the 2020 Census.

Executive Order	Related Actions
<p data-bbox="120 594 834 667">Initial Rescissions of Harmful Executive Orders and Actions</p> <ul data-bbox="139 680 841 974" style="list-style-type: none"><li data-bbox="139 680 841 800">• Rescinds previous Biden Executive Order that required all persons, regardless of citizenship or immigration status, to be counted in the Census.<li data-bbox="139 856 841 974">• Rescinds previous Biden Executive Order directing federal agencies to provide access to voter information.	

Other

Nonprofit Impact

Nonprofits working on specific issues and from various subsectors seen as and providing information contrary to the Administration may be targeted.

Arts and culture nonprofits, museums, and libraries will no longer be “integrated into strategies, policies, and programs that advance the economic development, well-being, and resilience of all communities”, among other things, by the Trump Administration.

Nonprofits that provide foreign assistance may be targeted.

Executive Order	Related Actions
<p><u>Restoring Freedom of Speech and Ending Federal Censorship</u></p> <ul style="list-style-type: none">• Claims combatting “misinformation,” “disinformation,” and “malinformation” are infringements on First Amendment freedom of speech.	
<p><u>Reevaluating and Realigning United States Foreign Aid</u></p> <ul style="list-style-type: none">• Requires foreign assistance to be disbursed in a manner aligned with the foreign policy of the President and places a 90-day pause on foreign development assistance.	
<p><u>Initial Rescissions of Harmful Executive Orders and Actions</u></p> <ul style="list-style-type: none">• Rescinds previous Order promoting the arts, humanities, and museum and library services.	

Mary Sonnenberg

From: David Heinen, North Carolina Center for Nonprofits <dheinen@ncnonprofits.org>
Sent: Wednesday, January 29, 2025 2:23 PM
To: Mary Sonnenberg
Subject: Special Edition Nonprofit Policy Update - Federal funding pause rescinded

January 29, 2025

In this special edition...

This afternoon's special edition update shares good news about the rescission of the federal grants freeze. We'll publish our regular policy update on Friday with nonprofit highlights from the opening week of the NC General Assembly and other federal policy developments.

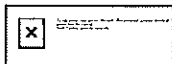
OMB Rescinds Federal Grants Pause

As we shared in policy updates yesterday and this morning, the federal Office of Management and Budget (OMB) sent a memo to federal agencies on Monday evening ordering them to pause most of their grants and loans – including billions of dollars in grants to nonprofits. ***In a significant (at least temporary) victory for nonprofits, OMB rescinded the memo this afternoon. For now, this means that the federal grant and contract process, including the disbursement of federal funds to nonprofits, should continue for the time being.***

Check out the Center's resource page on the federal grants pause for the latest information and resources for North Carolina nonprofits, and answers below to two questions many nonprofits have been asking this afternoon.

What should nonprofits expect next? OMB has not yet indicated what its next steps will be. It is quite likely that OMB may try to issue new guidance requiring federal agencies to make changes to, cancel, and stop payments on, federal grants that are deemed to be inconsistent with recent presidential Executive Orders. It is likely that future guidance from OMB will be drafted more clearly and narrowly than the January 27 memo to increase the likelihood that it would be upheld in court. At this point, it is unclear when (or if) OMB will issue further direction to federal agencies or exactly what that guidance would be.

Is there anything nonprofits with federal grants should do now? Nonprofits with federal grants should be in touch with their grant administrators to get a better sense of their granting agencies' plans for any future guidance from OMB that could pause the federal grantmaking process. Organizations that rely heavily on federal government funds may want to take steps to ensure that they have adequate funds in reserve or available from other funding services to be able to weather any disruptions in federal grant funding that could arise from future grant pauses.



Nonprofit Policy Update is the North Carolina Center for Nonprofits' weekly newsletter of state and federal policy issues that affect all 501(c)(3) nonprofits. Learn about the Center's public policy agenda or contact David Heinen, Vice President for Public Policy and Advocacy, for more information.

Output Data Entered in Fiscal Year 2024 - 2025 for Cumberland

Activity: Child Care Health Consultant PSC: 3414

ECE DCDEE Approved Training	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
1.a Number of child care staff participating who work in UNLICENSED facilities	5	3			8
1.b Number of UNLICENSED child care facilities with at least one staff person participating	5	3			8
2.a Number of child care staff participating who work in LICENSED facilities located in a county NOT listed in fabrik	4	3			7
2.b Number of LICENSED child care facilities located in a county NOT listed in fabrik with at least one staff person participating	4	3	NA		7
3.a Number of child care staff participating who work in LICENSED facilities located in a county listed in fabrik	78	23			101
3.b Number of LICENSED child care facilities located in a county listed in fabrik with at least one staff person participating	37	9			46

ECE TA Consultation and Coaching: Child Care Health Consultant	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care classrooms receiving technical assistance using the NC Health and Safety Assessment and Encounter Tool HSAET	1	13			14
Number of child care facilities receiving technical assistance using the NC Health and Safety Assessment and Encounter Tool HSAET	1	6	NA		7
Number of staff receiving technical assistance using the NC Health and Safety Assessment and Encounter Tool (HSAET)	1	19	NA		20

TA Consultation and Coaching: GO NAP SACC	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	1	3			4

Activity: Child Care Resource and Referral PSC: 3104

ECE Consumer ED and Referral via NC CCR&R	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of parents guardians receiving consumer education about child care	39	53			92
Number of parents guardians receiving referrals to child care	55	25			80

ECE DCDEE Approved Training	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
1.a Number of child care staff participating who work in UNLICENSED facilities	9	NA			9
1.b Number of UNLICENSED child care facilities with at least one staff person participating	8	NA			8
2.a Number of child care staff participating who work in LICENSED facilities located in a county NOT listed in fabrik	6	23			29
2.b Number of LICENSED child care facilities located in a county NOT listed in fabrik with at least one staff person participating	6	10			16
3.a Number of child care staff participating who work in LICENSED facilities located in a county listed in fabrik	362	213			575
3.b Number of LICENSED child care facilities located in a county listed in fabrik with at least one staff person participating	104	46			150

ECE Incentives to Support Stars	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Average dollar value of Incentives provided	0	0			0

Number of family child care homes that receive ongoing or periodic funding or incentives designed to support quality	0	0			0
Number of child care centers that receive one time grants, awards, or bonuses designed to support quality	0	0			0
Number of child care centers that receive ongoing or periodic funding or incentives designed to support quality	0	0			0
Number of child care facilities participating (overall total)	0	0			0
Number of family child care homes that receive one time grants, awards, or bonuses designed to support quality	0	0			0
ECE TA Consultation and Coaching: Business Administration Scale for Family Child Care - BAS	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	0	0			0
ECE TA Consultation and Coaching: POEMS	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	0	1			1
ECE TA Consultation and Coaching: Program Administration Scale - PAS	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	1	0			1
TA Consultation and Coaching: DCDEE approved list of curriculum and assessments	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	4	7			11
Number of child care staff receiving TA	8	22			30
TA Consultation and Coaching: Early Childhood Environment Rating Scale ECERS-R	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	0	1			1
Number of child care staff receiving TA	0	6			6
TA Consultation and Coaching: Family Child Care Environment Rating Scale FCCRS-R	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	0	0			0
TA Consultation and Coaching: Infant/Toddler Environment Rating Scale ITERS-R	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving TA	0	2			2
Number of child care staff receiving TA	0	8			8
TA: Other Supports to ECE	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
How many child care facilities have been assigned to this Program ID? (Facility Assignment task)					
Number of child care facilities receiving Other ECE Support	19	7			26
Number of childcare staff receiving Other ECE Support	39	14			53
Activity: Community Engagement and Development (CED) PSC: 5517					
Public Awareness- Marketing	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of community outreach events	NA	NA			0
Number of community presentations given	NA	NA			0

SBO Systems Building	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of cross sector coalitions LP hosts or actively participates in supporting Community Resilience	NA	NA			0
Number of cross sector coalitions LP hosts or actively participates in supporting ECE in Childcare	NA	NA			0
Number of cross sector coalitions LP hosts or actively participates in supporting Family Support	NA	NA			0
Number of cross sector coalitions LP hosts or actively participates in supporting Health	NA	NA			0
Number of cross sector coalitions LP hosts or actively participates in supporting Literacy	NA	NA			0
Number of meetings led by other organizations where local partnership raised issue about one or more EC Profile indicators	NA	NA			0
Number of meetings the local partnership convened with outside organizations related to a cross sector coalition to address one or more EC Profile indicators	NA	NA			0

Activity: Dolly Parton Imagination Library PSC: 5526

ECE Dolly Parton Imagination Library (DPIL)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
No Questions for this Program					

Activity: DSS Child Care Subsidy PSC: 2340

Subsidy - State Subsidy Contract: TANF/CCDF Eligible only	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of children funded	NA	NA			0

Activity: DSS Child Care Subsidy Support PSC: 2360

Subsidy - DSS Services Support (AA)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
No output required					

Activity: Family Connects PSC: 5413

FS Family Connects	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
a2 Number of non-Hispanic/Latino parents/guardians participating	326	270			596
a3 Number of NonResponses for Ethnicity	130	96			226
b1 Number of American Indian or Alaska Native parents/guardians participating	4	1			5
b2 Number of Asian parents/guardians participating	4	9			13
b3 Number of Black or African American parents/guardians participating	122	106			228
b4 Number of Native Hawaiian or Other Pacific Islander parents/guardians participating	1	0			1
b6 Number of Multiracial or Mixed Race parents/guardians participating	13	9			22
b7 Number of Other Race parents/guardians participating	0	0			0
b8 Number of NonResponses for Race	130	96			226
d1 Number of parents/guardians receiving transportation services and or transportation support to enable participation	5	3			8
a1 Number of Hispanic or Latino parents/guardians participating	18	19			37
b5 Number of White parents/guardians participating	50	49			99
c1 Number of parents/guardians receiving interpretation services and or services provided in a language other than English to enable participation	27	13			40
Number of parents/guardians participating	444	371			815
Number of participants who completed demographic responses	344	289			633

Activity: Kaleidoscope Play and Learn PSC: 5505

Kaleidoscope	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
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a2 Number of non-Hispanic/Latino parents/guardians participating	19	NA		19
a3 Number of NonResponses for Ethnicity	7	8		15
b1 Number of American Indian or Alaska Native parents/guardians participating	0	0		0
b2 Number of Asian parents/guardians participating	0	0		0
b3 Number of Black or African American parents/guardians participating	10	4		14
b4 Number of Native Hawaiian or Other Pacific Islander parents/guardians participating	0	0		0
b6 Number of Multiracial or Mixed Race parents/guardians participating	1	0		1
b7 Number of Other Race parents/guardians participating	0	0		0
b8 Number of NonResponses for Race	8	1		9
d1 Number of parents/guardians receiving transportation services and or transportation support to enable participation	0	0		0
a1 Number of Hispanic or Latino parents/guardians participating	1	3		4
b5 Number of White parents/guardians participating	8	6		14
c1 Number of parents/guardians receiving interpretation services and or services provided in a language other than English to enable participation	0	0		0
Number of children participating	42	18		60
Number of parents/guardians participating	28	12		40
Number of participants who completed demographic responses	20	11		31

Activity: Lending Library PSC: 3115

ECE Lending Library	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
1.a. Number of child care staff who use lending library resources	5	14	NA		19
1.b Number of child care facilities with at least one staff member who uses lending library resources	5	5			10
2. Number of parents caregivers who use lending library resources	0	0			0
3 . Number of other adults (TAs, home visitors, therapists, etc.) who use lending library resources	9	1			10
4. Unduplicated total number of adults who use lending library resources (unduplicated number of adults reported in 1.a, 2, & 3)	14	15			29
5. Total number of visits to the lending library (cumulative number each quarter, not unduplicating visitors)	13	24			37

Activity: Parents for Higher Education (PFHE) Subsidy (TANF/CCDF) PSC: 2341

Subsidy - Dual Subsidy: TANF/CCDF Eligible only (AA)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of children funded	31	2			33

Activity: Parents for Higher Education (PFHE) Subsidy Support PSC: 2361

Subsidy - Dual Subsidy Services Support (AA)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
No output required					

Activity: Planning, Monitoring and Evaluation PSC: 5603

Program Coordination/Evaluation (AA)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
No output required					

Activity: WAGES PSC: 3107

ECE Professional Development Supplements - WAGES (AA)	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of child care facilities participating					
Number of child care staff participating	NA	214			214

Prepared January 30, 2025 14:05:15