

**CCR&R Advisory Committee Meeting
AGENDA**

Quorum (33%) = 4 (Total Board Members = 11)

Thursday, February 13, 2025
9:00 a.m. – 11:00 a.m.

Charles Morris Conference Room

Be the driving force...

- I. **Welcome, Determination of Quorum, & Call to Order – Darlisha Warren, Chair**
- II. **Approval of Minutes**
 - A. November 14, 2024*
- III. **President’s Report – Mary Sonnenberg, President**
- IV. **Financial Updates – Carole Mangum, Grants Manager**
- V. **Update – Enhancing Resources & Support Systems for Neurodivergent Children with the Organization**
- VI. **Department Report & Matters for Discussion – Julanda Jett, Vice President of Programs**
 - A. Welcome New Members
 - Sherail Monroe, Secretary at FTCC
 - Pretoria Pittman, Continuing Education & Services Administrator – Southern Regional AHEC
 - Desheka Williams, owner of T.I.C. (non-profit)
 - B. Department Updates:
 - Workforce Development
 - CCR&R Committee Bylaws Discussion
 - C. SOAR Community Coalition – **Wanda Wesley**
- VII. **Division Reports –**
 - A. Family Services
 - NC Pre-K – **Ar-Nita Davis, Programs Manager**
 - Consumer Education & Referral – **Sheila Rowe, Program Manager**
 - B. Provider Services
 - Kaleidoscope & Library – **Mary Welch, Program Manager**
 - Technical Assistance & Trainings – **Mary Welch, Program Manager**
 - Region 5 (B3QI, HSB, School-Age, FCC) – **Sheila Rowe, Program Manager**
- VIII. **Adjournment: Next Meeting is Thursday, June 5, 2025 at 9:00 am (in-person & hybrid)**

* Action Item



Partnership for Children of Cumberland County, Inc. (PFC)
CCR&R Advisory Committee Meeting Minutes
November 14, 2024 (9:05 am – 10:15 am)
Be the Driving Force



MEMBERS PRESENT: Darlisha Warren, Katherine (Katie) Lada, Iris Pierce, Wanda Wesley, & Christopher Williams
MEMBERS ABSENT: Patricia Eaton, Dr. Rondell Bennett, Dr. Alexia Blue-Wilson, Angela Crosby, Cathy Everett, & Tre’vone McNeill
NON-VOTING ATTENDEES: Mary Sonnenberg, Julanda Jett, Tamiko Colvin, Ar-Nita Davis, Sheila Rowe, Carole Mangum, & Mary Welch

AGENDA ITEM	DISCUSSION & RECOMMENDATION	ACTION	FOLLOW-UP
I. Call to Order	Darlisha Warren, Chair, welcomed all attendees, determined that a quorum was met and called the meeting to order. The scheduled meeting of the CCR&R Advisory Committee was held on Thursday, November 14, 2024 and beginning at 9:05 am pursuant to prior written notice to each committee member. Tamiko Colvin was Secretary for the meeting and recorded the minutes.	Called to Order	None
II. Approval of Meeting Minutes	<p>The minutes of the September 12, 2024 scheduled meeting were previously distributed and reviewed by the committee members. The Chair asked for corrections. Hearing none, the committee consented and the minutes were approved.</p> <p>Christopher Williams and Katherine (Katie) Lada motioned and approved.</p>	Approved	None
III. President’s Report	Mary Sonnenberg, President, provided an overview of the Partnership’s President Report (report provided).	None	None
IV. Financial Updates	Carole Mangum, Grants Manager, provided an overview of the Financial Report for the Programs Department (report provided).	None	None
V. Update – Enhancing Resources & Support Systems for Neurodivergent Children with the Organization	<p>Julanda Jett, Vice President of Programs, expressed the need to have various organizations from the community be represented in the workgroup.</p> <p>Wanda Wesley and Katherine (Katie) Lada stated the information will be shared with the C.O.L.O.R.S group.</p> <p>Sean Brost, NC Pre-K Coordinator, will join the workgroup.</p> <p>Darlisha Warren, Chair, will recommend an individual to join the workgroup.</p>	None	None



Partnership for Children of Cumberland County, Inc. (PFC)
CCR&R Advisory Committee Meeting Minutes
November 14, 2024 (9:05 am – 10:15 am)
Be the Driving Force



<p>VI. Department Reporting</p> <ul style="list-style-type: none"> A. Seeking New Committee Members B. Department Updates C. SOAR Community Coalition D. Bylaws Review & Recommendations - Discussion 	<p>Julanda Jett, Vice President of Programs, provided a report for the Programs Department. The report included the following information:</p> <ul style="list-style-type: none"> A. Seeking New Members: We are currently recruiting one to two individuals for open slots. Please refer nominees to the Indeed website to complete the form and/or have contact us. B. Department Updates: <ul style="list-style-type: none"> • Workforce Development: <ul style="list-style-type: none"> ○ Currently awaiting decision from the City of Fayetteville regarding the ARPA Grant. ○ Marketing will take place upon approval from the City of Fayetteville. ○ A tentative plan has been created that will extend approximately two weeks. After all trainings & requirements are completed, participants will enter mentorship with selected local 3-5 star programs in Cumberland County. ○ Programs must register with the NC Works. ○ Prior to the cohorts, participants must complete criminal and fingerprint background checks and TB testing. ○ There will be two cohorts with approximately 15 participants each. C. SOAR Community Coalition – Wanda Wesley provided the meaning of S.O.A.R. acronym (Strengths in Overcoming Adversity thru Resiliency) and an overview the organization’s mission to bring awareness to the community. <ul style="list-style-type: none"> • Meeting is scheduled for Thursday, January 9, 2025 at the Child Advocacy Center at 3:00 pm (222 Rowan Street). • November 15th – Child Abuse Prevention Annual Luncheon with Special Guest Amanda Love at the Dorothy Gilmore Recreation Center. • Parent Café – Friday, December 6, 2024 at 9:00 am at the NC Pre-K-Office on Hillsboro Street (flyers provided). D. Bylaws Review/Recommendations – Discussion <p>Julanda Jett, Vice President of Programs, asked the committee for their recommendations regarding the Bylaw for the CCR&R Advisory Committee.</p> <p>Decision topics included the following (no recommendations were present at this time):</p> <ul style="list-style-type: none"> • Various representation from the community, such as, fcch and parents 	<p>None</p>	<p>None</p>
---	--	-------------	-------------



Partnership for Children of Cumberland County, Inc. (PFC)
CCR&R Advisory Committee Meeting Minutes
November 14, 2024 (9:05 am – 10:15 am)
Be the Driving Force



	<ul style="list-style-type: none"> • How many times the committee meeting a year 		
<p>VII. Division Updates</p> <p>A. Family Services</p> <ul style="list-style-type: none"> • NC Pre-K • Consumer Education & Referral <p>B. Provider Services</p> <ul style="list-style-type: none"> • Kaleidoscope & Library • Technical Assistance & Training • Consumer Education & referral • Region 5 (B3QI, FCC, HSB, & School-Age) 	<p>A. Family Services:</p> <p>Ar-Nita Davis, Program Manager, gave the updates for NC Pre-K (report provided):</p> <ul style="list-style-type: none"> • NC Pre-K App System Waitlist: 160 • FY24-25 NC Pre-K Placement: <ul style="list-style-type: none"> ○ Private Sites 868 ○ Cumberland County Schools (CCS): 334 ○ Head Start: 90 • FY24-25 NC Pre-K Allocation (1412) <ul style="list-style-type: none"> ○ Private Sites: 888 ○ Cumberland County Schools (CCS): 434 ○ Head Start: 90 • NC Pre-K Provider Training: <ul style="list-style-type: none"> ○ NC Pre-K Attendance Training- September 3, 2024 ○ Challenging Behavior: Early-In Special Education Preschool – October 17, 2024 ○ ASQ Training for Providers – October 22, 2024 • NC Pre-K Site Monitoring: October 31, 2024-January 15, 2025 • 12 weeks Extension for Teachers and Teachers-Assistants – November 14, 2024 • The annual NC pre-K Fiscal and Program Monitoring Worksheet survey is November 15, 2024 <ul style="list-style-type: none"> ○ Carole Mangum, Grants Manager, provided additional information regarding the fiscal and programatic monitoring. • NC Pre-K Site Administrators Meeting – Thursday, November 21, 2024 (in-person) <ul style="list-style-type: none"> ○ Julanda Jett, Vice President, shared teachers and directors are voicing their concerns regarding children not enhancing due to important information being withheld by the family that will hinder the child from advancing. During this meeting, there will be in-depth conversation regarding resources & services needed. Dr. Richard, EC Director for Cumberland County Schools will be present. Will partner with Alliance for services they can provide. Additional information will be given at a later time. 	None	None

	<ul style="list-style-type: none"> ○ Carole Mangum, Grants Manager, inquired about the ASQ resources for parents and teachers and is the information notated. ○ Wanda Wesley added that parent education is very important such as, home visits and the relationship between the parent and teacher. ○ Ar-Nita Davis responded that all interactions between NC Pre-K staff and parents and/or providers are dictated in the report. Teachers can enter information into the system, but there is not a guarantee that parents will complete the form and/or enter all the information needed for the child (ren). She also added that during monitoring, they are more intentional at informing teachers of resources available to them. Teachers in the private sector are overwhelmed because they are working in multiple positions without additional pay and/or benefits. <p>Sheila Rowe, Program Manager, gave the updates for Consumer Education & Referral:</p> <ul style="list-style-type: none"> ● Regional Caseworkers: <ul style="list-style-type: none"> ○ Ebony Peterkin ○ Makalia Stewart ● Participating in trainings and outreach events, ● Assisting with consumer resources and referrals to 123 families (via telephone, online, and in-person) ● Meetings Attended: <ul style="list-style-type: none"> ○ Empowering Community One Step at A Time – October 6, 2024 ○ Mom’s Group (monthly) – October 16, 2024 ○ Miller Motte’s College’s Next Level Resource Fair – October 26, 2024 <p>B. Provider Services:</p> <p>Mary Welch, Program Manager, provided the updates for Kaleidoscope & Library, Technical Assistance, and Trainings (report provided).</p> <ul style="list-style-type: none"> ● Lending Library – currently closed to the public. Coaches are providing services to providers & families, such as laminating, die-cut, and delivering resources. Mary Welch & Shontina Purdie are the poc. ● Kaleidoscope Play & Learn – meets three times a week. Registration is online. <ul style="list-style-type: none"> ○ Providing indoor play groups twice a week: 		
--	---	--	--



**Partnership for Children of Cumberland County, Inc. (PFC)
 CCR&R Advisory Committee Meeting Minutes
 November 14, 2024 (9:05 am – 10:15 am)
*Be the Driving Force***



	<ul style="list-style-type: none"> - Tuesdays: 9:30 am at Clark Park and 2:00 pm the The Partnership Lending Library - Thursdays: 9:30 am at Fascinate-U Children’s Museum - All play groups are free. Currently recruiting families. <ul style="list-style-type: none"> • Technical Assistance –5 coaches; currently recruiting for new programs. Providing techical support to the over 40 programs <ul style="list-style-type: none"> ○ Collaboratiing with the Cumberland County Health Department Consultants, Nicole Richardson & Auxi Grimes, at different sites • Material Grant: <ul style="list-style-type: none"> ○ Working with 15 programs (centers and homes) ○ Material will be ordered in January 2025 • Outreach Opportunties: <ul style="list-style-type: none"> ○ ECE Presentation at 71st High School (Mary Welch & Sheila Rowe) • Upcoming Events: <ul style="list-style-type: none"> ○ Quarterly Virtual Information Session – November 21, 2024 ○ NCRLAP Training – November 13th ○ Collaborative Conversations with DCDEE – December 5, 2024 <p>Sheila Rowe, Program Manager, gave the updates for Region 5:</p> <ul style="list-style-type: none"> • Region 5: <ul style="list-style-type: none"> ○ Birth to Three (B3QI) – 2 Specialists <ul style="list-style-type: none"> - Working with 14 childcare programs - 62 sites; 32 unduplicated providers - Facilitating Infant/Toddler Trainings ○ Healthy Social Behavioral (HSB) – 3 Coaches <ul style="list-style-type: none"> - Working with 17 childcare programs - 50 site visits; 42 upuplicated providers - Faciliated 9 HSB trainings ○ Lead Coach, Mary Anders <ul style="list-style-type: none"> - Working with 19 childcare program - 23 site visits; 26 unduplicated providers - Faciliated The School Age Connection training ○ Regional Coach- Vianey Graham <ul style="list-style-type: none"> - Working with 10 childcare programs - 38 site visits; 29 unduplicated providers - Faciliated NCFELD and BSAC trainings 		
--	--	--	--



Partnership for Children of Cumberland County, Inc. (PFC)
CCR&R Advisory Committee Meeting Minutes
November 14, 2024 (9:05 am – 10:15 am)
Be the Driving Force



	<ul style="list-style-type: none"> ○ FCCH Consultants – Kathleen Hoffer & Whitney Krisch <ul style="list-style-type: none"> - 48 site visits; 19 FCCH programs - Providing observations for 3 FCCH. Participants will receive resource materials and The Business Tool Kit Grant - Mentoring group for FCCHs Leadership Academy (monthly) ○ Upcoming Outreach Events: <ul style="list-style-type: none"> - NCRLAP Training on ITERS & ECERS – November 13, 2024 (Sheila Rowe, Tonya McCall, Mary Anders, Vianey Graham, Michelle Jones, and Karen Gerald from Anson Co. PFC) 		
VIII. Information	The next CCR&R Advisory Committee meeting is scheduled for February 13, 2025 at 9:00 am.	None	None
IX. Adjournment	As there was no further business, the Chair noted the meeting adjourned. The meeting was adjourned at 10:15 am.	Adjourned	None

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

Secretary for the Meeting

Date

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

Committee Chair

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://www.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.

Table of Contents

- [Diversity, Equity, and Inclusion](#)
- [Federal Government](#)
- [Immigration](#)
- [LGBTQ+](#)
- [Environment](#)
- [Census and Community Engagement](#)
- [Other](#)

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>Return to In-Person Work</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>Regulatory Freeze Pending Review</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>Initial Rescissions of Harmful Executive Orders and Actions</p> <ul style="list-style-type: none">• Rescinds previous Biden Executive Order that required all persons, regardless of citizenship or immigration status, to be counted in the Census.• 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.

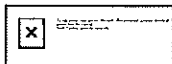
OMB Rescinds Federal Grants Pause

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.

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY, INC.

FINANCIAL SUMMARY - WHAT YOU NEED TO KNOW

Board Responsibility

*The review of the financial statements is the responsibility of the Committee and Board Members of PFC.
The detailed financial reports have been provided to you via email or via the PFC website and
will be provided electronically during the meeting.*

December 31, 2024

ONLY THE HIGHLIGHTED ITEMS NEED TO BE DISCUSSED.

1 Balance Sheet

- a. The cash balances; investments and liabilities are at the anticipated amounts and are sufficient for the current needs.

2 Smart Start Grant [State Funds]

- a. PFC's Smart Start grant budgets are reflected at 100% of full allocation effective July 1, 2024.
- b. The total allocation for FY2024-2025 at 100% is \$6,832,478, including DSS and WAGE\$.
- c. In July 2024, PFC reverted \$309,478.16 for unspent FY23-24 Smart Start Services funds and anticipate to receive back \$307,816.
- d. PFC's Management and staff recently reviewed and realigned applicable Smart Start budgets to include the FY2023-2024 reverted Smart Start funds maximum amount [\$307,816], and other additional budget changes. These budgets were prepared for approval by the November 21, 2024 Executive Committee. These budget changes were submitted to NCPC in December 2024 and was approved by NCPC with a December 31, 2024 effective date.

3 NC Pre-Kindergarten Grant [State and Federal Funds]

- a. PFC is in full contract with DCDEE effective July 1, 2024.
- b. The total FY2024-2025 contract is \$9,854,106 which consists of \$4,580,047 of federal funds and \$5,274,059 of state funds.
- c. The FY2024-2025 contract for NC Pre-K **administrative funds** is **24% or \$216,000 less than FY2023-2024**.
The Direct Services funds remained the same.
DCDEE has also deemed certain expenditures such as auto expenses as no longer allowable from the grant funds.
PFC is strategizing ways to sustain this funding stream due to the unexpected timing and unexpected amount of the grant reduction.
- d. Historically this distribution of state and federal funds is amended by DCDEE before or at yearend.
- e. PFC received an advance of 1/10th of the direct services grant in September 2024.
The amount of the total requested advance is \$915,459.
NC Pre-K funds for the July and for the August 2024 FSRs were also received in September 2024.
- f. Due to the amount of federal funds received, the Partnership **will be** audited extensively for fiscal responsibility and federal compliances, i.e. an A-133 audit since we plan to spend at least \$750,000 in federal funds for the fiscal year.
- g. The single audit threshold will increase from \$750,000 to \$1,000,000 effective October 1, 2024.

4 Southwestern Child Development Commission, Inc. [SWCDC] - Region 5 Grants [Federal Funds]

- a. The **Region 5 Core grant** is in contract effective July 1, 2023 through June 30, 2024; and July 1, 2024 through June 30, 2025. The grant amount is \$395,367 for each of the two years [\$790,734 total]. The contract was executed on August 28, 2023. An additional \$10,933 of reversion distribution funds was added to the original budget amount for FY24-25. **The total budget is now \$406,300. The contract was amended on November 7, 2024.**
- b. The **Region 5 Birth to Three Quality [B3QI] Initiative** grant is in contract, effective August 1, 2024 through July 31, 2025. The grant amount is \$166,977. The contract was executed on August 29, 2024. **An additional \$15,499 of reversion distribution funds was added to the original budget amount for FY24-25. The total budget is now \$182,476. The contract was amended on December 2, 2024.**
- c. The **Region 5 Healthy Social Behaviors [HSB]** grant is in contract effective July 1, 2024 through June 30, 2025. The grant amount is \$268,003. **The contract was executed on August 27, 2024.**
- d. The **Region 5 Family Child Care Project [FCC]** grant is in contract effective September 1, 2023 through February 14, 2024 ; and February 15, 2024 through February 14, 2025. **The contract was executed on September 25, 2023.** The grant amount is \$81,584 for the 5.5 months contract period and \$186,900 for the 12 months contract period. **DCDEE has approved a request from SWCDC to extend the FCC TA contract to 6-30-2025 to align more closely with the other CCR&R contracts. This extension has been approved as a no-cost extension, and SWCDC will be utilizing existing dollars through reversions to redistribute funds to ensure that all agencies have the appropriate funds needed to cover costs for their contracts through June 30, 2025.**

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY, INC.

FINANCIAL SUMMARY - WHAT YOU NEED TO KNOW

Board Responsibility

*The review of the financial statements is the responsibility of the Committee and Board Members of PFC.
The detailed financial reports have been provided to you via email or via the PFC website and will be provided electronically during the meeting.*

December 31, 2024

5 All Funding Sources

- a. The cash balance at month-end is as projected and is sufficient for the requirements of the upcoming month and at yearend.
- b. The \$200,000 cash advance received from the City of Fayetteville in September 2022 for the federal ARPA Grant was returned to the City on November 14, 2024, due to their request to terminate the current contract and enter into a new contract at a later date.
- c. **The City of Fayetteville entered a new federal ARPA Grant [Revenue Replacement] with the Partnership in December 2024. The new contract is reimbursement-based and will be used to support family connects and workforce development expenditures. The contract has an NTE of \$400,000 and the contract period is December 1, 2024 through December 31, 2026.**

6 Unrestricted State Revenues (USR) - Fund 208

- a. The goal is to continue to use these funds only when other funding streams cannot be used or are not available.
- b. On May 13, 2024, PFC management redeemed the Lumbee Bank CD#4 as approved by the Board. The maturity date was May 18, 2024. A new Lumbee Bank CD#5 with a higher yield and a shorter term was purchased. The redeemed Lumbee Bank CD#4 of \$209,427.38 plus interest earned of \$9,737.24 was used to purchase the new CD#5 for \$219,164.62 which is a 5-month CD with an interest rate of 4.88% and matures on October 13, 2024. Research has shown that a new CD with a higher interest rate will be the best option at the time of maturity. PFC will follow this option.
- c. On October 16, 2024, PFC management redeemed the Lumbee Bank CD#5, as approved by the Board. The maturity date was October 13, 2024. A new Lumbee Bank CD#6 with a higher yield was purchased. The redeemed Lumbee Bank CD#5 of \$219,164.62 plus interest earned of \$4,533.67 was used to purchase the new CD#6 for \$223,698.29, which is a 9-month CD with an interest rate of 4.11% and **matures on July 16, 2025.**
- d. The cash equivalent balances in Fund 208 consists of the following at the end of the month:

PNC Bank Money Market Account	70,091.27	<i>Does not include interest earned in Fund 899 ; \$100,000</i>
Lumbee Bank - Certificate of Deposit #5	-	<i>New CD purchased on May 13, 2024; Matures on October 13, 2024</i>
Lumbee Bank - Certificate of Deposit #6	223,698.29	<i>New CD purchased on October 16, 2024; Matures on July 16, 2025</i>
Lumbee Bank - Checking Account [from investments]	200.00	<i>Deposited \$100 initially; deposited \$25 in FY20-21; and deposited \$50 in July 2023.</i>
First Bank Money Market Account	100,000.00	<i>New account opened on November 27, 2023.</i>
Morgan Stanley E*TRADE Account	118,000.00	<i>Gains/Losses are not reflected in the financial statements</i>
	511,989.56	

Interest Earned - Fund 899	
PNC Bank Money Market	32,290.71
First Bank Money Market	3,702.87
	35,993.58

Investments - Fund 208	511,989.56
Interest Earned - Fund 899	35,993.58
TOTAL INVESTMENTS PLUS INTEREST	547,983.14

- e. There is currently a sufficient balance in the operating funds portion of the USR funding stream for the current fiscal year. As expenditures are realized that are in excess of the current cash balance, Management will determine if transfers are necessary.

7 Cash and In-kind Report

- a. The 19% match requirement reflected on the monthly report is reflected at 100% of the full allocation, and **does** include the prior year reverted funds maximum amount [\$307,816].
- b. PFC's Leadership Team, staff and Board members will continue to discuss and implement strategies to meet our match requirement.
- c. PFC did not meet the 19% match requirement for FY2324, FY2223, FY2122, FY2021, FY1920, FY1819, FY1718 nor for FY1617.
- d. Since the 19% required match was not met for the FY ended June 30, 2024, there will be no contribution to the PFC endowment.
- e. Income from **fundraisers** are to be reflected at the net amount only and after the event is over. Therefore, receipts from sponsors and donors will not be reported for Cash and In-kind purposes until such time.

The support you need to help children succeed.



PFC is a 501(c)(3) nonprofit organization supported by public and private funds through Smart Start, NC Pre-Kindergarten, tax-deductible donations, and grants.

BYLAWS

**Adopted by Board of Directors
December 8, 1994**

Revisions

March 28, 1996	November 25, 2008
March 27, 1997	March 26, 2009
November 21, 1997	June 26, 2009
March 22, 1999	August 28, 2009
July 29, 1999	September 18, 2009
February 3, 2000	March 31, 2011
November 30, 2000	May 30, 2013
May 31, 2001	May 29, 2014
July 26, 2001	March 24, 2016
January 30, 2003	April 28, 2016
May 29, 2003	July 28, 2016
July 29, 2004	June 29, 2017
September 29, 2005	May 24, 2018
January 25, 2007	January 17, 2019
September 27, 2007	
July 31, 2008	

Approved by Board of Directors – March 25, 2021

**BYLAWS
OF
Partnership for Children of Cumberland County, Inc.**

at any meeting. The vote of a majority of the directors voting on any matter at a meeting of the Board at which a quorum is present shall be the act of the Board on that matter unless the vote of a greater number is required by law or by the Articles of Incorporation or bylaws of this Corporation. Votes by proxy are prohibited.

The Chair's presence may satisfy the requirements for quorum at any meeting, Board or committee, and will vote only in the event of a tie vote. The chairs of each committee will also satisfy the requirements for quorum and will only vote in the event of a tie vote at committee meetings. Each officer, Board director, and committee member is held accountable to the Conflicts of Interest policy as listed in Article VI of these bylaws and must abstain from voting when such conflicts arise.

Section 10. Parliamentary Rules: All meetings shall be conducted in an open, orderly, and fair manner and in accordance with the *Modern Rules of Order – Most Current Edition* published by the American Bar Association circa 1999.

Section 11. Compliance with State Requirements: So long as the Corporation receives funding from the State of North Carolina, it shall conduct its operations, including its meetings, in a manner comparable to Article 33C of Chapter 143 of the General Statutes "The Open Meetings Law," Chapter 132 of the General Statutes "The Public Records Law."

**ARTICLE V
COMMITTEES**

Section 1. General Committee Guidelines: The committee structures, except the Executive Committee, act within the authority as delegated by the Board. Committee membership and participation may include both Board directors and non-Board participants, with the exception of the Board Development Committee and Human Resource Committee. These committees shall consist of both current and former Board directors and non-Board participants. Non-Board participants shall have all rights and privileges of Board directors except a vote at Board meetings. Non-Board participants shall have voting rights within the committee process only.

Committee activities are viewed as funnels for the deposit of ideas, interests, and issues for full discussion. Committees should seek opportunities to collaborate with other committees, groups, individuals, agencies, and organizations. The committee process is an open forum supporting full discussion of issues and concerns in preparation for recommendations to the full Board.

All standing committees, special committees, and sub-committees, shall abide by all regulations listed in these bylaws with particular note to Article IV Sections 1-7 and Sections 9-12 with regard to meetings. Due to the fact that all committees recommend action on matters to the Board and have no final approval authority, with the exception of the Executive Committee, and because holding these groups to the strict quorum requirements listed herein which from time to time causes delays in the approval process, quorum for committees, special committees, and sub-committees shall be defined as one-third or 33% of active membership with the exception of the Executive Committee, Finance Committee, Human Resource Committee, and Board Development Committee. Quorum for these committees as stated shall be 50% of the active membership. Quorum for the North Carolina Pre-Kindergarten Committee shall be 50% of active membership plus one. Quorum shall be determined at the beginning of a meeting for all items requiring action.

Section 2. Committees and Membership: The Chair and/or Board may from time to time establish such standing committees, special committees, sub-committees, or workgroups as it deems necessary to assist the Board in carrying out its duties and responsibilities to the Corporation

**BYLAWS
OF
Partnership for Children of Cumberland County, Inc.**

on a continuing basis. Standing committees will include but are not limited to Executive Committee, Board Development Committee, Human Resource Committee, Finance Committee, Planning and Evaluation Committee, Community Engagement and Development Committee, Child Care Resource and Referral Advisory Committee, Facility and Tenant Committee, and North Carolina Pre-Kindergarten Committee.

The Chair, with input and assistance from the President, shall appoint committee members to each standing committee. The Chair shall review committee membership each year and make new appointments as necessary. The Chair will appoint each committee Chair to serve for that year. Committee Chairs will appoint Vice-Chairs. In order to have full Board participation, the Chair may appoint each Board director to one or more committees. Each member of a committee holds office until his successor is elected, or until he resigns or is removed from the committee. A member of a committee may succeed himself. The Chair, committee chair, or President may invite additional individuals with expertise in a particular area to meet with and assist the committee. Such advisors shall not vote or be counted in determining the existence of a quorum and may be excluded from any closed session of the committee.

Section 3. Executive Committee: The Executive Committee shall consist of the Chair, Vice-Chair/Chair-Elect, Secretary, Treasurer, the immediate past Chair, standing committee chairs, Cumberland County School Superintendent (or designee) and may include two other directors of the Board to be appointed by the Chair and approved by the Board. If the immediate Past Chair is unable or unwilling to serve, the Board of Directors may approve the service of another Past Chair in the place of the immediate Past Chair. The Executive Committee shall have and may act in the capacity of the Board between meetings of the Board except when acting in matters of bylaws revisions, Board director or officer nominations, and except as limited by N.C.G.S. 55A-8-25. The Executive Committee shall not have the authority to reverse decisions previously made by the full Board. The Chair shall present a report to the Board of the actions taken in its place by the Executive Committee. The Executive Committee may also present a Consent Agenda for the Board's approval as outlined in Article IV Section 8.

The Executive Committee meets bi-monthly or as called by the Chair to review operational, programmatic, and financial matters. It may deal with urgent situations that cannot wait for the next full Board meeting, specific questions referred to the committee by the Board, issues that need preliminary discussion and refinement before the Board considers them, or routine matters that do not require full Board disposition. The Executive Committee is charged with the responsibility of establishing, implementing, and reviewing the bylaws where appropriate. All revisions to these bylaws or Articles of Incorporation are to be approved by the Board with ten days written notice of the review of said revisions.

The Executive Committee will work in conjunction with the Human Resource Committee and the Chair when selecting a President. The Executive Committee members are also responsible for assessing the performance of the President by providing confidential written input to the Chair (utilizing the evaluation tools and methodology recommended by the Human Resource Committee and approved by the Board). The Chair will provide this data to the Executive Committee in a summarized report. The President works closely with this committee and members serve as his/her principal support and sounding board.

Section 4. Board Development Committee: The Board Development Committee is chaired by the Vice-Chair/Chair-Elect of the Board and membership is limited to six current and former Board directors. The Board Development Committee members must have a minimum of one year Board experience. The President works closely with this committee to provide input on

**BYLAWS
OF
Partnership for Children of Cumberland County, Inc.**

organizational needs and to identify Board leadership. The Board Development Committee meets as called by the chair. In the event the Board Development Committee Chair is removed from office or resigns, any officer may call a meeting for the purposes stated herein.

The Board Development Committee identifies, recruits, and proposes directors and officers to the full Board. The Board Development Committee leads the Board in identifying the type of directors and officers the Corporation needs. With the assistance of the President, the Committee develops written descriptions of directors and officers responsibilities and creates a plan for identifying prospective directors and officers. Once the process is under way, the Committee plays an active part in cultivating new directors and officers, screens candidates, and recommends candidates to the full Board for approval. In addition, it may plan and conduct orientation for new directors and officers, and organize continuing education programs that enhance knowledge of governance responsibilities in general and this Corporation in particular.

The Board Development Committee may recommend guidelines for Board director contributions, to insure 100% donations from the Board of Directors.

Section 5. Human Resource Committee: The Human Resource Committee is chaired by a Board member and is composed of a minimum of five current and former Board Directors. The Human Resource Committee will meet a minimum of quarterly or as called by the committee chair. The Human Resource Committee may work with the Finance Committee, President, Vice President of Finance and Human Resource Manager.

The Human Resource Committee advises the President on personnel policy issues and develops personnel policy guidelines for approval by the Board. The Human Resource Committee recommends the tools and methodologies to be used in the performance evaluation of all Corporation staff. The Human Resource Committee also keeps the Board informed about labor-related legislative issues at the national, state, and local levels.

In general, the Human Resource Committee will focus its work on policy issues and avoid becoming involved in staff hiring, promotion, and evaluation matters that are the responsibility of the President. The Human Resource Committee works with the Executive Committee and the Board Chair in selecting and evaluating the President.

Section 6. Finance Committee: The Finance Committee is chaired by the Board Treasurer. Committee members total a minimum of eight with five Board directors and three non-Board participants. The Finance Committee meets bi-monthly or as called by the chair, and works with the President in carrying out its responsibilities as directed in these bylaws.

The Finance Committee receives, reviews, and recommends proposals for funding to the Board and participates in the interview process with potential grantees. The Finance Committee reviews and presents the Corporation's annual budget for Board approval. Budget amendments and revisions will be processed through the Finance Committee. Rare instances may occur where immediate action may be taken by the Executive Committee or full Board. The Finance Committee will participate in developing and implementing policies and procedures for proposal review, developing and reviewing a financial policy manual, and oversight of contracts management. The Finance Committee will also provide oversight for investment funds.

Monthly statements of income and expenditures for the Corporation are reviewed and the Finance Committee presents a financial report to the Board. The Finance Committee ensures compliance with state, federal, and non-profit regulations regarding fiscal management and works with the President in carrying out its responsibilities as directed in these bylaws.

**BYLAWS
OF
Partnership for Children of Cumberland County, Inc.**

Section 7. Planning and Evaluation Committee: The Planning and Evaluation Committee is chaired by a Board director and is comprised of a minimum of eight members to include non-Board participants. The Planning and Evaluation Committee will meet a minimum of quarterly or as called by the chair and works with the President in carrying out its responsibilities as directed in these bylaws.

The Planning and Evaluation Committee advises the Board of the comprehensive evaluation of all contractees. The Planning and Evaluation Committee reviews progress reports, performance audits, and data collected for the Department of Health and Human Services (DHHS) and the North Carolina Partnership for Children. The Planning and Evaluation Committee reviews all requests for proposals and proposals received for planning and evaluation services. The Planning and Evaluation Committee also determines if evaluation services meet Corporation expectations and provides evaluation reports to the Board as well as recommendations to the Finance Committee for continuation of activities. The Planning and Evaluation Committee reports to the Board on the regular evaluation of the Corporation and keeps the Board informed of local, state, and national evaluation and research efforts related to the Corporation's purpose.

The Planning and Evaluation Committee assists the Corporation in strategic planning. The Planning and Evaluation Committee facilitates the active participation of the entire Corporation, those internal and external stake holders, and the planning process. The Planning and Evaluation Committee considers national trends, opportunities, research, best practices, and external realities in relation to the current vision, mission, goals, board policies, structures, services, and outcomes for the Corporation, and makes recommendations for strategic changes. The Planning and Evaluation Committee holds generative discussions of emerging issues and assures overarching positions of the Corporation remain in alignment to the changing environment.

Section 8. Community Engagement and Development Committee: The Community Engagement and Development Committee (hereafter referred to as the CED Committee) is chaired by a Board director. Committee members total a minimum of six with two Board directors and four non-Board participants. The Committee will meet a minimum of quarterly or as called by the chair and works with the President in carrying out its responsibilities as directed in these bylaws.

The Community Engagement and Development Committee (CED) leads the Board's participation in community engagement and fund development. The CED Committee recommends policies for community engagement and fund development and provides opportunities for Board involvement in these activities. The committee will recommend plans and procedures, advise and support staff in their efforts to strengthen the early childhood system through stewardship of local resources, community engagement, strategic communication, volunteer recruitment and opportunities, outreach and education, plans, procedures, and community relations.

Section 9. Child Care Resource and Referral Advisory Committee: The Child Care Resource and Referral Advisory Committee (hereafter referred to as the CCR&R Advisory Committee) is chaired by a Board director. Membership consists of a minimum of 12 representatives (including: agency representatives, a Department of Social Services representatives, business representatives, community representatives, parent representatives, a military representative, and child care provider representatives) to include Board directors and non-Board participants. The CCR&R Advisory Committee will meet a minimum of quarterly or as called by the chair and works with the President in carrying out its responsibilities as directed in these bylaws.

The CCR&R Advisory Committee shall assist in recommending policy, budget planning, and evaluating and making recommendations for the Corporation's goals. The CCR&R Advisory Committee members shall have an understanding of child care resource and referral services

**BYLAWS
OF
Partnership for Children of Cumberland County, Inc.**

department, and be willing to speak on its behalf to the community.

Section 10. Facility & Tenant Committee: The Facility & Tenant Committee is chaired by a Board director. At a minimum the Facility & Tenant Committee should consist of four members, representing expertise in: tenant relations, facilities maintenance and lease negotiations. Membership should include Board and non-Board participants. The Facility & Tenant Committee will meet at least quarterly or as called by the chair and works with the President in carrying out its responsibilities as directed in these bylaws. The purpose and functions of this Committee are:

- (1) To review the exempt function activities performed by current and proposed tenants of the Corporation's office building for suitability and approval of such tenants by the Board;
- (2) To present formal findings to the Board that any current or proposed tenant has as its proper exempt functions purposes which are complementary or similar to those of the Corporation;
- (3) That such current or proposed tenant is suitable for consideration by the Board to become a tenant of the Corporation;
- (4) To make such recommendations to the Board regarding current, potential, and proposed tenants, leases, and leaseholds in the office building(s) owned by the Corporation as such Committee may deem necessary or appropriate;
- (5) To review the purposes and activities of such tenants for continued suitability and compatibility with the activities and purposes of the Corporation, as it may find necessary or appropriate from time to time; and
- (6) To engage in activities incidental to the foregoing.

Such Committee shall also generally review the use and utilization of the Corporation's property, plant, equipment, facilities, and assets for compliance with the Corporation's exempt functions and purposes, as set forth herein and in the Corporation's Articles of Incorporation.

Section 11. NC Pre-Kindergarten Committee (NC Pre-K): The NC Pre-K Committee is co-chaired by the school superintendent (or designee) for Cumberland County and the PFC board chair. The membership consists of the same representatives as the Partnership's Board Directors. The mandated positions includes the co-chairs, a licensed child care center (4- or 5-star license preferred) representative, Head Start program representative, parent of preschool-age children (especially at-risk children) representative, child care resource and referral agency or another child-serving agency representative, Department of Social Services or other child care subsidy funding agency representative, and a public schools exceptional children's preschool program representative. These mandated positions may have designees, unlike the PFC Board which does not consist of any designees. The NC Pre-K designees may have all rights and privileges of the director while in attendance at the NC Pre-K Committee meeting. The designee shall not appear for the director at committee meetings of which the director is a member. The director shall inform the Chair of the NC Pre-K Committee in writing of the designee appointment. The NC Pre-K Committee will meet bi-monthly or as called by the co-chairs.

Purpose of the NC Pre-K Committee: The authorizing legislation for the NC Pre-K Program requires: "a system built upon existing local school boards and systems, private child care providers, and other entities that demonstrate the ability to establish or expand pre-kindergarten capacity." To comply with this legislative mandate, the NC Pre-K Program requires every county (or region) that chooses to participate in NC Pre-K to establish and maintain a County/Region NC Pre-K Committee. The purpose of the committee is to:

CCR&R Programs Updates

(These updates will be posted on the website by Tamiko before CCR&R Programs Committee Meeting)

Submitted by: Ar-Nita Davis (NC Pre-K Program Manager)

Reporting Period: November 2024- January 2025

Program:	PFC NC Pre-K Program Cumberland County
Number of Sites	<ul style="list-style-type: none"> I. 2024-202 NC Pre-K Program <ul style="list-style-type: none"> A. Number of Sites: 55 B. Number of Classrooms: 87
Programmatic Updates:	<ul style="list-style-type: none"> I. 2024-2025 School Year 2024-2025 NC Pre-K Allocation 2024-2025 January 28, 2025 <ul style="list-style-type: none"> A. NC Pre-K Total Allocation Change: 1421 <ul style="list-style-type: none"> 1. Private Center: 880/897 slots filled 2. CCS: 434/434 slots filled 3. Head Start: 90/90 slots filled 4. NC Pre-K App System Waitlist: 75 II. 2025-2026 NC Pre-K Progress January 23, 2025 <ul style="list-style-type: none"> A. 2025-2026 School Year Open Enrollment(January 23, 2025) B. First round of placement * March 17th C. 371 Applications Received D. 32 Requested a Private Site 1st III. NC Pre-Provider Training <ul style="list-style-type: none"> A. LETRS- (October-June)

CCR&R Programs Updates

(These updates will be posted on the website by Tamiko before CCR&R Programs Committee Meeting)

	<p>IV. NC Pre-K 2024-2025 Site Monitoring Completed:</p> <ul style="list-style-type: none">A. Beginning October 31st, at least one annual on-site visit/Desk Tops (CCS) was made to each NC Pre-K Program site/classroom by January 15th of the program year. 100% Student File Check.B. NC Pre-K completing follow-up visits <p>V. DCDEE 2024-2025 Extensions Request for Teachers/Teacher Assistants (Due Date: January 10, 2024). For sites/classrooms where the 168-day period is exceeded.) Total of 22 (20 LTSLT and 2 LTSTA)</p> <p>VI. NC Pre-K Program Updates:</p> <ul style="list-style-type: none">A. The NC Pre-K APP system has been updated with new values for the income tables per the attached document. The updated values will be used to calculate income eligibility.B. The poverty percentage category for all child applications that enter for the 2025-26 NC Pre-K school year. * AttachedC. The Scorecard has also been updated with the new values and is ready to be printed for the child applications that are now entering the 2025-26 NC Pre-K school year.D. The NC Pre-K Program Requirements and Guidance Manual, Section 3, will be updated with the revised Table 1 and Table 2 values for the upcoming NC Pre-K school year.E. The 2025-26 NC Pre-K Kids system will be updated with the new income tables when it is released in July 2025.
--	---

CCR&R Programs Updates

(These updates will be posted on the website by Tamiko before CCR&R Programs Committee Meeting)

	<p>F. FPG Child Development Institute at the University of North Carolina–Chapel Hill (FPG). This survey is intended to study the literacy and math professional development experiences of NC Pre-K teachers and will be sent out next week to a random selection of NC Pre-K Lead teachers. The information gathered will inform FPG support for NC Pre-K teachers and improve the quality of early education for all children in North Carolina.</p>
<p>Meetings/Outreach Events Attended:</p>	<p>I. Meetings:</p> <ul style="list-style-type: none"> A. DCDEE NC Pre-K, Collaboration meetings with Head Start and Cumberland Schools, B. One Continuum Community C. NC Pre-K Site Administrators Monthly Meetings *Thursday, February 20, 2025 (In-Person). D. Racial Equity Workgroup, DSS/PFC/CCHD Quarterly Meetings E. NC Pre-K Monthly Café Meeting. <ul style="list-style-type: none"> November 20, 2024 Estimated/Certified Other Resources OPEN (General) December 11, 2024 NC Pre-K Committee Meeting (Middle of the school year) NC Pre-K Fiscal and Programmatic Worksheet/Monitoring Visits OPEN (General) January 15, 2025 NC Pre-K Standardized Site Selection Process NC Pre-K Child Eligibility/Enrollment NC Pre-K Child/Staff Recruitment (General)

CCR&R Programs Updates

(These updates will be posted on the website by Tamiko before CCR&R Programs Committee Meeting)

	<p style="text-align: center;">February 19, OPEN (General) 2025</p> <p>II. Events: Cumberland County Department of Public Health. December 23, 2024</p> <ul style="list-style-type: none"> ➤ Attendees (adolescents and family members/ parents/ guardians/ staff): 50+ ➤ The number of books received from CE and distributed at the event: 40 ➤ Connection Made during the event: Jack and Jill of America ➤ Family Services Brochures: 22
<p>Professional Development opportunities attended or attended by Team</p>	<ul style="list-style-type: none"> A. 2025-2026 SchoolMint: Enroll (Cumberland County’s Pre-K Application System) B. Neurodivergent Children Resources and Support Workgroup -Angela Williams C. NC Pre-K Attendance Training for Team D. Serving Young Children Experiencing Homelessness E. Standards of Quality for Family Strengthening & Support F. Strengthening Mental Health through Trauma-Responsive Care G. Introduction to the ECERS-3 and ITERS-3 H. The Basics of Motivational Interviewing
<p>Current and Upcoming Projects:</p>	<ul style="list-style-type: none"> A. NC Pre-K Site Administrators In-Person Meeting, Thursday, November 21st (12:00 PM) B. NC Pre-K New Provider Training on Systems C. 2024-2025 and 2025-2026 Pre-K Recruitment D. 2024-2025 NC Pre-K Professional Learning Community

CCR&R Programs Updates

(These updates will be posted on the website by Tamiko before CCR&R Programs Committee Meeting)

	E. 2024-2025 NC Pre-K Processes and Procedures (Revising)
Additional Information:	Farewell: Brianna Brown-NC Pre-K Program Specialist: February 3, 2025

Table 1. 75% STATE MEDIAN INCOME	
Family Size	75 Percent State Median Income
1	\$ 43,108
2	\$ 56,372
3	\$ 69,636
4	\$ 82,900
5	\$ 96,164
6	\$ 109,428
7	\$ 111,915
8	\$ 114,402
9	\$ 116,889
10	\$ 119,376
11	\$ 121,863
12	\$ 124,350

Effective: January 1, 2025
Source: U.S. Census Bureau, 2023 American Communities Survey (ACS) 1-year Estimates
Released: September 12, 2024

Table 2. Determining Percent of Poverty Category for TANF/MOE Reporting							
Family Size	100% Federal Poverty	130%	150%	185%	200%	250%	300%
1	\$15,650	\$20,345	\$23,475	\$28,953	\$31,300	\$39,125	\$46,950
2	\$21,150	\$27,495	\$31,725	\$39,128	\$42,300	\$52,875	\$63,450
3	\$26,650	\$34,645	\$39,975	\$49,303	\$53,300	\$66,625	\$79,950
4	\$32,150	\$41,795	\$48,225	\$59,478	\$64,300	\$80,375	\$96,450
5	\$37,650	\$48,945	\$56,475	\$69,653	\$75,300	\$94,125	\$112,950
6	\$43,150	\$56,095	\$64,725	\$79,828	\$86,300	\$107,875	\$129,450
7	\$48,650	\$63,245	\$72,975	\$90,003	\$97,300	\$121,625	\$145,950
8	\$54,150	\$70,395	\$81,225	\$100,178	\$108,300	\$135,375	\$162,450
9	\$59,650	\$77,545	\$89,475	\$110,353	\$119,300	\$149,125	\$178,950
10	\$65,150	\$84,695	\$97,725	\$120,528	\$130,300	\$162,875	\$195,450
11	\$70,650	\$91,845	\$105,975	\$130,703	\$141,300	\$176,625	\$211,950
12	\$76,150	\$98,995	\$114,225	\$140,878	\$152,300	\$190,375	\$228,450

Effective: January 1, 2025
Source: The January 2025 poverty guidelines are calculated by taking the 2023 Census Bureau's poverty thresholds and adjusting them for price changes between 2023 and 2024

Kindergarten

Transition Meeting

You're invited to Cumberland County School's (CCS) Kindergarten Transition Night.

Is your Pre-K child heading to kindergarten soon? Unsure about the next steps? The CCS Exceptional Children's (EC) team is here to guide and support you every step of the way!

Information that will be covered:

- Kindergarten registration
- Classroom settings
- School assignments
- Health requirements

When: February 26, 2025

Time: 5 - 7 p.m.

Place: Mary McArthur Elementary

3809 Village Dr
Fayetteville, NC 28304

Childcare and light refreshments will be provided



Exceptional
Children's Services



Scan the QR code to add your questions before the meeting

Shanaira Walker, CCS EC Pre-K Specialist
910-678-2758 • shanairawalker@ccs.k12.nc.us



CCR&R Programs Updates

Submitted by: Mary Welch, Program Manager

Program:	Provider Services Coaches
Site Visits:	<p>PS Coaches continue to provide support to a great number of childcare centers (see below)</p> <p>Material Grants – Orders have been submitted in January with an expectation of delivery starting in February/March</p> <p>Continuous collaboration with CCHC (Nicole Richardson & Auxi. Grimes) with different sites</p>
Meetings/Outreach Events Attended:	<p>ERS Overview w/ NCRLAP – November 13th</p> <p>Collaborative Conversations w/ DCDEE – December 5th</p> <p>Quarterly Virtual Information Session scheduled: November 21, 2024</p> <p>Reflective Supervision (monthly) Welch</p> <p>Smart Start TA Meeting – February 3</p> <p>The Daycare Myth – February 6 (Raleigh)</p>
Professional Development opportunities attended or attended by Team:	<p>CCRR Institute – Greensboro (Sylvia Murphy attending) February 19 - 20</p>
Current and Upcoming Projects:	<p>Leadership Academy for Centers - Monthly event with the exceptions of Quarterly Virtual Information Session.</p>

	<p>Little Land: Big Play – February 15, 2025</p> <p>Pathway Sessions w/ Early Years – February 27 at 6:30 via Zoom</p>
<p>Upcoming Events:</p>	<p>Quarterly Virtual Information Session scheduled:</p> <p>February 20, 2025</p> <p>May 15, 2025</p> <p>February 10, 2025</p> <p>Atrium Book System Training (All Coaches to include Tamiko Colvin and Sharon Moyer). Ms. Colvin will be providing direct support to assist Ms. Purdie with the other coaches having to the ability to assist where needed. Ms. Moyer will be able to retrieve necessary reports needed for NCPC.</p>
<p>Additional Updates:</p>	<p>Training Calendar for FY 24/25 Currently posted with additional trainings being added throughout Qtr 3 & 4.</p> <p>Library – Officially Opened to public, February 3, 2025. Shontina Purdie has filled the role to oversee the library. She will continue to provide KPL services as well. During the 3rd/4th Qtrs, we will start offering some evening and Saturday hours along with additional activities specifically for families (for example: Story Time and Arts & Crafts).</p> <p>New registration and data portal (Sales Force & Form Assembly) for Library. Ability to receive payments (fees, fines & membership) electronically and in person.</p> <p>KP&L - continuously meeting 3x/week: Tuesday – Clark Park (Outdoors) @ 9:30am</p>

	<p>Thursday – Fascinate U (Indoors) @ 9:30am</p> <p>Thursday – PFC (Indoors) @ 2:00pm</p>
	<p>Completed the 2nd quarter reporting for NCPC for Provider Services, KPL & Library.</p> <p>Completed the formal site visit for both Library and KPL with the date for Provider Services pending.</p> <p>Still planning and preparing for the release of the Workforce Development Program</p> <p>Provider Services Caseload: 45 Sites to include NC PreK (Private Sites and Public School)</p>

CCR&R Programs Updates

Submitted by: Sheila Rowe Program Manager

Program:	Region 5 (Mid-Year)
Site Visits:	<p>HSBs-Healthy Social Behavior Coaches- 140-site visits, 81-unduplicated provider in 22 childcare programs and facilitated 21-HSB trainings.</p> <p>Birth-To-Three-Birth To Three Specialist 102-site visits, in-31-childcare programs and facilitates, Infant/Toddler Safe Sleep & SIDS Reduction in Childcare and Infant/Toddler Zone trainings.</p> <p>Regional Coach- 85- site visits, 52-unduplicated providers, 16-childcare programs and facilitating NCFELD and Basic School age Care Building Incredible Relationships- 6-traingings</p> <p>Lead Coach- 45-site visits, 38-unduplicated providers, 26-childcare programs and facilitating The School age Connection and Administrative Action trainings- 4-trainings</p> <p>FCCH-Family Childcare Consultants, 111-site visits, 23-FCCH programs 9-Family Childcare Homes received the materials or the business tool kit grant. 4-Family Childcare Homes received the pre-licensing grant. Total grant money received-\$</p> <p>Regional Caseworkers-Ebony Peterkin- and Makalia Stewart-Mid-Year participated in outreach events, assisted 222 families in-person, via phone and online with consumer resources and referrals.</p>

Meetings/Outreach Events Attended:	Regional Caseworker- Ebony Peterkin-Hoke County Library “Toddler Time” 12/5/24 Ebony Peterkin-Hoke County Library “Toddler Time” 12/9/24 Ebony Peterkin-Moore County Library “Baby Storytime 2/5/25 Makalia Stewart- Wellness Event-Robeson County 12/4/24 Makalia Stewart-Toddler Storytime-Scotland County 12/10/24 Makalia Stewart-Music Rhymes and Storytime-Robeson County Library 2/6/25
Professional Development opportunities attended or attended by Team:	Michelle Glacken-Go NAPSACC Consultant and complete Introduction to the NC Foundation for Early in January 2025 Ebony, Makalia and Sheila-Serving Young Children Experiencing Homelessness
Current and Upcoming Projects:	
Upcoming Events:	CCR&R Institute February 19 th & 20 th Tonya McCall, Michelle Glacken, Kathleen Hoffler, Whittney Krisch, Makalia Stewart and Ebony Peterkin
Additional Updates:	Little Land 2/15/25