

351 Wagoner Drive, Suite 200
 Fayetteville, NC 28303
 P 910-867-9700 / F 910-867-7772
 ccpfc.org

Executive Committee (Acting as Board)
Quorum = 6 (50%) (Total Committee Members = 11)
 Thursday, May 21, 2026
 9:00 am – 11:00 am
HYBRID (Charles Morris Conference Room and Zoom)

Be the Driving Force to meet our roles and responsibilities as a non-profit Board by:

- *Providing Oversight* ➤ *Ensuring Adequate Resources* ➤ *Establishing a Strategic Direction*

	Topic	Presenter
I.	Determination of Quorum & Call to Order	Van Gunter
II.	Responsibilities	
	A. Fundraising and Friend Raising 1. Board Donations – 19 out of 20 (www.ccpfc.org/donate) THANK YOU FOR YOUR DONATION Christiana, Joe, Haja, Van, Dr. Fecher, Dr. Gronski, Betty, Katie, Amanda, May, Elizabeth, Linda, Felicia, Lisa, Darlisha, Brenda, Dr. Richard, Lonnie, Ebone and Designees: Maria and Shona 2. Volunteer Forms (https://ccpfc.tfaforms.net/5170631)	Van Gunter Van Gunter
III.	Consideration of Consent Agenda – Action*	Van Gunter
	A. Executive Minutes March 26, 2026 B. Finance Committee 1. Bi-Annual Investment Review (<i>See Section IV.A.</i>) C. Facility and Tenant Committee 1. Lease Renewals a. Brown Therapeutic Solutions – Exp 7/31/2026 – YES b. Serenity Therapeutic Services – Exp 7/31/2026 – YES c. Rebirth Heart & Mind – Terminate existing lease in Suite 411 on 6/30/26 & Start new 3 yr Lease in Suite 165 beginning 7/1/26 – YES	
IV.	Action*	
	A. Bi-Annual Investment Review B. PFC Bylaws – Article V. Committees, Section 10 Facility and Tenant Committee – Adding Information Technology, Infrastructure and Operations to committee function C. Human Resource Policies 1. HR 302 – Performance Conversations – Revised (effective July 1, 2026) 2. HR 308 – Compensation Philosophy & Administration – Revised (effective July 1, 2026)	Mary Sonnenberg Mary Sonnenberg Anthony Ramos

a partner
 in the

 smart start
 network

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



V.	CLOSED SESSION – PERSONNEL ACTION*	Van Gunter
VI.	Discussion^A	
	<ul style="list-style-type: none"> A. CORE RFA B. Financial Summary: April 2026 C. April 2026 Cash and In-Kind Report D. NC Pre-K Update E. Building Construction <ul style="list-style-type: none"> 1. Phase III – Completed and Paid <ul style="list-style-type: none"> a. Cannon Foundation Unspent/Unallocated Funds \$23,292 2. Phase II Repair – Completed and Paid F. Building Sustainability Workgroup Recommendation: Evaluate options for sale of part or all of Building (351 Wagoner Drive) with information from NC DCDEE and other related parties, including staff, Board, real estate agents and other entities. G. Evaluate options for Organizational Sustainability & Succession Planning with related organizations, including discussions with Robeson County Partnership for Children, staff, Board and other entities. H. Strategic Planning Update: Progress and Next Steps I. New Board & Officers Orientation Planning, July 30, 2026, 9:30-11am (During Executive Committee meeting) J. Lunch for June 11, 2026 Board Meeting 	<p>Mary Sonnenberg Marie Lilly Michelle Downey M. Ford / A. Davis/ C. Mangum/M. Sonnenberg Mary Sonnenberg</p> <p>Van Gunter / Mary Sonnenberg</p> <p>Van Gunter / Mary Sonnenberg</p> <p>Dr. Patricia Fecher / Mary Sonnenberg</p> <p>Van Gunter</p>
VII.	Information^A	
	A. President’s Report	
VIII.	Consent Agenda – Information Only^A	
	<ul style="list-style-type: none"> A. Family Connects Advisory Committee <ul style="list-style-type: none"> 1. Information Sheet Attached B. Community Engagement and Development Committee <ul style="list-style-type: none"> 1. Information Sheet Attached C. Board Development Committee <ul style="list-style-type: none"> 1. FY 26/27 Potential Board Members <ul style="list-style-type: none"> a. Dr. Rondell Bennett – Higher Education Institution b. DeShaun Rash – Military Community Rep c. Martin Swinney – Community at Large 2. FY 26/27 Draft Board and Committee Calendar 3. FY 26/27 Executive Committee Members <ul style="list-style-type: none"> a. Dr. Patricia Fecher – Chair b. Lonnie Ballard – Human Resource (HR) c. <i>Dr. Rondell Bennett – Child Care Resource & Referral (CCR&R) (if approved to serve on Board)</i> d. Joe Deaton – Facility & Tenant (F&T) e. Maria Ford (or Dr. Eric Bracy) – NC Pre-Kindergarten (NC Pre-K) Co-Chair f. Van Gunter – Past Board Chair g. Katie Lada – Secretary h. Maybelyn Rodriguez Laureano – Community Engagement & Development (CED) 	

	<ul style="list-style-type: none"> i. Betty Smith – Treasurer/Finance j. Felicia Tyson-Johnson – Planning & Evaluation (P&E) k. Linda Vandevender – Child Care Rep l. Darlisha Warren – Vice Chair / Board Development <p>4. 2nd Term Ending June 30, 2026</p> <ul style="list-style-type: none"> a. Ebone Williams – Child Care Resource & Referral or Another Child-Serving Agency Representative (NC Pre-K) <p>D. Finance Committee</p> <ul style="list-style-type: none"> 1. Capital One Cashback Receipts \$8,412.22 2. Financial Updates – April 2026 <ul style="list-style-type: none"> a. Smart Start b. NC Pre-Kindergarten c. South West Child Development Commission (SWCDC) – Region 5 d. All Funding Sources e. Unrestricted State Revenues 3. April 2026 Cash and In-Kind Report (<i>See Section VI.C.</i>) 4. April 2026 Morgan Stanley Statement <p>E. Facility and Tenant</p> <ul style="list-style-type: none"> 1. Space Availability Report <p>F. Human Resource Committee (Cancelled Due to Lack of Quorum)</p>	
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IX.	Upcoming Meetings / Events / Holidays
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MEETING	MEETING DATE	MEETING TIME
Planning & Evaluation	June 2, 2026	1:00 pm – 3:00 pm
CCR&R	June 4, 2026	9:00 am – 11:00 am
Facility & Tenant	June 8, 2026	11:30 am – 1:00 pm
Board of Directors (& NC Pre-K Planning)	June 11, 2026	12:00 pm – 2:00 pm
Executive / New Board & Committee Orientation	July 30, 2026	9:00 am – 11:00 am
Family Connects	August 4, 2026	3:00 pm – 4:00 pm
Community Engagement & Development (CED)	August 6, 2026	8:30 am – 10:30 am
Human Resource	August 18, 2026	12:30 pm – 2:00 pm
Finance	August 20, 2026	1:00 pm – 3:00 pm
Board Development	September 9, 2026	9:00 am – 10:30 am

EVENTS	DATE	LOCATION
Grilled Cheese Festival	Saturday, November 7, 2026	Dirtbag Ales

HOLIDAY/CLOSURES	DATE CLOSED
Memorial Day	Monday, May 25, 2026
Juneteenth	Friday, June 19, 2026
4 th of July Holiday Week	Monday, July 6 – Friday July 10, 2026

X.	Adjourn
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	* Needs Action [^] Information Only / Possible Conflict of Interest (Recusals) ^e Electronic Copy (Hard copies are available Upon request) ^D Document Included in Packet
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Partnership for Children of Cumberland County, Inc. (PFC)
Hybrid Executive Committee (Acting as Board) Meeting
March 26, 2026 (9:07 am – 10:44 am)
Be the Driving Force



MEMBERS PRESENT: Dr. Patricia Fecher* (left @ 10:27am), Maria Ford (D)*, Van Gunter, Haja Jallow-Konrat, May Rodriguez Laureano*, Betty Smith and and Darlisha Warren*
 MEMBERS ABSENT: Lonnie Ballard, Joe Deaton and Felicia Tyson-Johnson
 NON-VOTING MEMBERS PRESENT: None
 NON-VOTING MEMBERS ABSENT: Dr. Eric Bracy
 NON-VOTING ATTENDEES: Ar-Nita Davis, Michelle Downey, Pamela Federline, Belinda Gainey, Marie Lilly, Carole Mangum*, Daniele Malvesti Petti, Mary Sonnenberg, Karen Staab and Kesia Wilson

**Attended virtually*

	DISCUSSION & RECOMMENDATION	ACTION	FOLLOW-UP
I. Determination of Quorum & Call to Order – Van Gunter, Board Chair	The scheduled hybrid meeting of the Executive Committee was held on Thursday, March 26, 2026, and beginning at 9:07 am pursuant to prior written notice to each committee member. Van Gunter, Board Chair, determined that a quorum was present and called the meeting to order. Belinda Gainey, Executive Specialist, was the Secretary for the meeting and recorded the minutes.	Called to Order	None
II. Responsibilities A. Fundraising and Friend Raising 1. Board Donations – <u>17</u> out of <u>21</u> (www.ccpfc.org/donate) THANK YOU FOR YOUR DONATION Christiana, Joe, Haja, Van, Dr. Fecher, Dr. Gronski, Betty, Katie, Amanda, May, Elizabeth, Linda, Felicia, Lisa, Darlisha, Brenda, Dr. Richard and Designees: Maria and Shona 2. Volunteer Forms (https://ccpfc.tfaforms.net/5170631) B. PFC Little Land Update – Smart Start Community Engagement Activity – Program Income for Cash and In-Kind Purposes	A.1. Van Gunter stated that 17 out of 21 donations have been received. A.2. Committee members were reminded to complete the online volunteer form if they read the packet prior to coming to the meeting or participated in any PFC business outside of regular meetings. B. Daniele Malvesti Petti provided an update on PFC Little Land which was held on Saturday, March 14, 2026. There were 1,165 attendees and 22 volunteers who provided 82 hours of volunteer time which totaled \$2,700 of in-kind. Everyone seemed to enjoy the event; the Battleship was a hit. Next year’s event will be held on March 13, 2027. There may be a dance area set up for kids next year.	None None None	None None None
III. Consideration of Consent Agenda – Action* A. Executive Minutes January 26, 2026 B. Finance Committee 1. System of Support (SOS) for United Way Dolly Parton’s Imagination Library	Van requested a motion to accept the Executive Committee Consent Agenda Items. Haja Jallow-Konrat moved to accept the Executive Committee Consent Agenda as presented. Betty Smith seconded the motion. Hearing no further discussion, the Chair put the motion to a vote. All votes were unanimous. There were no abstentions. The motion carried.	Motion Carried	None



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	<p>completed.</p> <p>H.2. Phase II of building construction has now been completed with a final repair for leaking done.</p> <p>I.1. Van reported that NCPC is looking at the Exploration of Means for Sustainability and Efficiencies for the Smart Start Network. NCPC is exploring Regionalization of Services (share back-office functions, such as HR, IT, finance, or compliance to reduce overhead and free up capacity for mission-driven work), Consolidation of Services (combine specific programs or service delivery functions into a single jointly operated effort, pooling resources and expertise across a shared geography), Centralization of Services (where one LP, NCPC, or a regional hub coordinates and delivers a defined set of services on behalf of multiple LPs) and Mergers (two or more LPs legally combine into one unified nonprofit with one board, one staff, and one budget. Mergers result in a permanent structural change and are led by Local Partnership Boards of Directors). Van stated that he and Mary have been in conversations for about a year now about the shrinking budgets that the Partnership offices are dealing with and inflation. It was discussed that we will likely to start seeing some consolidations or mergers of different partnerships to reduce some of the overhead costs and try and make the money go further. Mary and Van started reaching out to others at that time to see what could be done to get ahead of this. There are 75 Partnerships across 100 counties and it will be easier for the organizations to be proactive. PFC wants to set an example of how to make this work. This may be a part of Mary’s succession plan. The plan is to have minimal impact to those involved. Mary stated that discussions are taking place at the NCPC level but no decisions have yet been made. Some Partnerships were consolidated in the past. Van stated that if everyone comes to the table with a unified goal, it is a lot easier to come to an agreement. Pamela Federline stated that if the organizations contract, the fundraising is going to shift. The smaller counties are already relying on the larger ones; there has to be discussions with the Legislature to reduce the match so that it is fair. Van stated that every Partnership needs to have a voice at the table. Mary Lilly asked “if we were to look at those local partnerships, any of the 75, and ask them what are their pressure points, what would it be? Is it their service delivery? Is it funding for services, or is it admin back office? Van stated “It’s all of the above, it is different per partnership. Mary stated “The admin back office will be one of the big things, but it would be services. Marie “If there are reversions of service dollars, the money is there. Then you will ask, is the program staff there to do it? If the answer is yes, then you will slide over to the next question. Is it the administrative back office?” Marie did an analysis from 1993 until now, funding was more in 2000 than in 2026. Marie stated that consolidating and keeping the same cap for admin is only going to make the problem worse. The administrative cap statewide needs to be increased so that the proper and the qualified administrative staff</p>	<p>None</p> <p>None</p>	<p>None</p> <p>None</p>
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Partnership for Children of Cumberland County, Inc. (PFC)
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	<p>can be hired at these partnerships across the state, so that each partnership can continue as they are.</p> <p>I.2. Van informed the committee that the Building Sustainability Workgroup is in discussions regarding selling one or both towers of the building. There are discussions regarding moving the PFC office from the building. It comes down to sustainability and fiscal responsibility. If both towers are not sold, eventually the roof, elevators and other repairs will be needed. If sold, money will need to be paid back to the State since money from the State was used to purchase part of the building (Tower 1). Carole Mangum stated that many grantors do not allow their funds to be used for building repair. Mary stated that most PFC staff will be moved to Suite 200. The space downstairs, could then be rented; this would be program income. Per Marie, there is no income generated funds for admin. The library will remain on the first floor.</p> <p>I.3. Mary stated that discussion that took place in I.1. and I.3. are in Pillar 1 of the Strategic Planning.</p> <p>J. The New Board and Officers Orientation will take place during the July 30, 2026 Executive Committee meeting. Mary asked the committee to let her or Dr. Patricia Fecher know if they have anything that needs to be covered.</p>	<p align="center">None</p> <p align="center">None</p> <p align="center">None</p> <p align="center">None</p>	<p align="center">None</p> <p align="center">None</p> <p align="center">None</p> <p align="center">None</p>
<p>V. Information</p> <p>A. President’s Goals for FY 25-26 (Q3 report)</p> <p>B. President’s Report</p>	<p>This information was included in the committee packet.</p> <p>Listening Sessions have been scheduled with providers and parents. The one scheduled for March 26, 2026 has been cancelled due to low attendance.</p> <p>Mary and Pamela participated in a Podcast with Jerome Scott to discuss PFC. The link will be shared once received.</p>	<p align="center">None</p>	<p align="center">None</p>
<p>VI. Consent Agenda – Information Only ^Δ</p> <p>A. Community Engagement & Development Committee</p> <p>1. Information Sheet Attached</p> <p>B. Board Development Committee</p> <p>1. FY 26-27 Draft Board and Committee Calendar (<i>Working Document</i>)</p> <p>2. Committee Chairs (<i>Will be listed on FY 26-27 Calendar</i>)</p> <p>3. Executive Committee Members (<i>Ongoing Discussions</i>)</p> <p>4. New Committee Members (<i>Applications Received via Indeed</i>)</p> <p>a. Martin Swinney – Facility and Tenant Committee and Building Sustainability Workgroup</p>		<p align="center">None</p>	<p align="center">None</p>

FACILITY AND TENANT COMMITTEE RECOMMENDATIONS

MEETING: May 18, 2026

RECOMMENDATIONS:

1. Lease Approvals and Renewals:

- A.** *Applicants:* None
- B.** Brown Therapeutic Solutions- Exp 7/31/2026- YES
- C.** Serenity Therapeutic Services- Exp 7/31/2026- YES
- D.** Rebirth Heart & Mind- Terminate existing lease in Suite 411 on 06/03/2026 & Start new 3-year Lease in Suite 165 beginning 07/01/2026- YES

B. & C. Brown Therapeutic Solutions and Serenity Therapeutic Services, both expressed clear interest in remaining at the facility. Staff recommends approval of fitness for tenancy and authorization to renew lease agreements for the both mentioned tenants

D. Mike Yeager explained that Brittany of Rebirth Heart & Mind currently leases two small offices in Suite 411 and has expressed interest in leasing Suite 165 beginning July 1, 2026. Staff discussed the transition and determined it would be cleaner administratively to terminate the current lease effective June 30, 2026, and execute a new three-year lease for Suite 165 effective July 1, 2026, rather than process a lease amendment. Staff recommended approval of the lease termination and execution of the new lease agreement.

INFORMATION:

1. Space Availability Report:

Current and upcoming available office space throughout the building was reviewed. Suite 130 currently has four offices available, and discussion included whether the common area and kitchenette space should be included as part of the leasable area.

Suite 135, formerly occupied by staff offices, is expected to be cleared out by May 31, 2026, as the transition into smaller office space continues.

It was reiterated that Brittany with Rebirth Heart & Mind is expected to begin occupying Suite 165 in July 2026. Suites 165 and 170 are currently vacant but still contain furnishings left behind that will need to be removed before the spaces are ready for occupancy.

Available second-floor office space was also reviewed, including Suites 2304 and 2305 combined, totaling approximately 253 square feet. It was noted these are interior offices without windows, which are typically more difficult to lease. Suite 2306, an approximately 106-square-foot interior office previously vacated by 4C, was also discussed. In addition, a 124-square-foot window office was presented as a possible downsizing option for Delmar Counseling Services to help reduce rental costs. No response had yet been received regarding that proposal.

Once Brittany relocates from Suite 411 to Suite 165, the number of available offices within Suite 411 will increase from three to five.

Current building occupancy statistics were reviewed, reflecting approximately 49.4% nonprofit occupancy, including Partnership for Children of Cumberland County, and 39.1% for-profit occupancy. The building occupancy rate was reported at approximately 88.5%, with 11.5% currently unoccupied.

Information regarding available office space has also been sent to two additional prospective entities, including one that expressed interest in Suite 170, though no responses had been received at the time of the meeting

2. Sustainability Workgroup Report:

The committee has continued meeting regularly, and a meeting with representatives from NCPC and DCDEE has been scheduled for June 17, 2026, in Raleigh to discuss the process and requirements related to a potential sale of all or part of the building.

It was reported that Ed Skeens with DCDEE plans to participate virtually. Mike Yeager, Van Gunter, and Charles Morris are expected to attend the meeting in person, while Marie Lilly will participate remotely in order to access and provide financial information as needed during the discussion.

Discussion included the distinction between portions of the building constructed or maintained without state funding and those associated with state funding, as those factors may impact any future sale considerations. The purpose of the meeting is to gain a clearer understanding of the process, obligations, and questions that would need to be addressed before any decisions could be made regarding the building. The Sustainability Workgroup does not plan to reconvene until after the June 17 meeting so that additional information can be reviewed and discussed.

Staff further noted that conversations have taken place with several other partnerships that own buildings and are facing similar sustainability challenges related to long-term building operations and maintenance.

Committee discussion reflected hope that the upcoming meeting would provide additional guidance and information to assist with future decision-making. Mike Yeager advised that a meeting with NCPC staff is still pending in order to clarify those obligations. It was noted that the timing of that meeting may be delayed due to the upcoming Smart Start Conference in early May, and that staff is hopeful the meeting can be scheduled for mid-May 2026 or later. Following that meeting, the Sustainability Workgroup is expected to reconvene and continue its review.

Committee discussion reflected that the primary options currently under consideration include the potential to sell the entire building, sell a portion of the building, or take no action at this time, depending on the outcome of discussions with DCDEE and NCPC. Mike Yeager clarified that repayment obligations would only be triggered if the building is sold. Committee members also discussed the ongoing burden of repairs and maintenance costs, which continues to be a significant factor in evaluating long-term building sustainability.

3. Information: The next meeting will be held on Monday, June 8, 2026 at 11:30 a.m. – 12:30 p.m.

Finance Committee Recommendations

Virtual Meeting – May 14, 2026

RECOMMENDATIONS

- A. Bi-Annual Investment Review: Charles Morris provided an overview of PFC's investments: the Money Market Balance, Common Stocks and EFT and Mutual Funds. All Certificates of Deposit have matured and moved to the operating account for utilization of cash flow requirements, requiring unrestricted funds at the discretion of the Administration. Charles recommended that if appropriate and at the discretion of administration, any unused or excess funds should be deposited in the E-Trade account with a High Yield Money Market, currently yielding 3.64% and if there is excess money Charles recommended moving it to the existing money market to get a better yield on it. The final recommendation is to begin including a 401K review with the Bi-Annual Investment Review beginning January 2027. The 401K review will ensure that PFC is in compliance with 404C and make sure that, PFC is in compliance with 404C and in compliance with the Department of Labor and to do a general investment review within the the plethora of Portfolios that the employees can pick from.

INFORMATION

- B. The Draft Board and Committee Calendar for FY 26/27 was provided to the committee members.
- C. CORE RFA: Region 5 CORE project goes through the end of June 2026. This activity was bid out and has been awarded to the same three entities that were doing, that child care resource and referral program, in the past, under some different parameters. They are working on how to implement the program.
- D. Capital One: PFC has received \$\$8,412.22 with Capital One Cashback Receipts.
- E.1. Phase III Building Construction: Phase III of building construction has been completed. The contractors have been paid and PFC has drawn down all of the City of Fayetteville CDBG money the organization received. The construction loan was used and the Cannon Foundation grant money of \$100,000. Because of the timing of when we had to use the loan money, we did not use all of the Cannon grant. There is \$23, 292 of the money still in the account. A final report will be given to the Cannon Foundation and we will provide two options of what can be done. There is a French drain project that needs to be done to address some additional water problems that are not window-related. If they will approve us using it for that, or to, offset some of the loan payments. We had only until December 31 to have our loan at 2.75%, and then it ended. We needed to get money out in a timely fashion.
- E.2. Phase II Building Construction: Phase II of building construction was completed, but there was some leaking. These repairs have since been completed.
- F. Building Sustainability Work Group: The workgroup has been looking at how we can sustain owning a building that is as old and has as much potential capital expenses, that are occurring with it. A recommendation was taken to the April 30 board meeting: Based on information and discussion up to this point, the workgroup is recommending continued evaluation of options for sale of part or all of the building. This will involve meetings with NC DCDEE and the North Carolina Partnership for Children and gathering additional information from real estate agents, and legal consultation to come up with a final recommendation to the Board once all options are reviewed. A meeting has been scheduled with some members of the workgroup, PFC staff, NCPC staff and a DCDEE representative to discuss the process of a potential sale of all or part of the building. This will not be a quick process. There has to be a buyer and PFC staff would need another space. At the direction of the workgroup, most PFC staff have moved to Suite 200. The open space downstairs can be rented and count as program income; the money could not be used to cover the cost of building repairs. Even if part of the building is sold, PFC would still be responsible for covering a portion of the repairs in this tower.

Finance Committee Recommendations

Virtual Meeting – May 14, 2026

- G. Evaluate options for Organizational Sustainability & Succession Planning with related organizations, including discussions with Robeson County Partnership for Children, staff, Board and other entities: Conversations are taking place with regarding options to continue to operate the organization since no new money is coming in. The NCPC board was also looking at that from the network perspective. NCPC has not made any directives on what people have to do, but they have sort of outlined, these are the things that everyone should be thinking about. Van and Mary had been in discussions regarding this for almost a year now and have met with NCPC to discuss options. Mary has also been in talks with Jessica Lowery Clarke at the Robeson County Partnership about a possible collaboration or merger of the organizations. The following recommendation was taken and approved by the PFC Board on April 30: Based on the current and expected funding climate, we are recommending a more in-depth evaluation of options to determine next steps as we continue to look at organizational sustainability and succession planning. Robeson County Partnership for Children is open to these discussions. This evaluation will involve a number of people and entities in order to come up with viable plan options. Different meetings are taking place asking about non-negotiables, i.e. not offer health insurance. Both Cumberland and Robeson Partnerships want to maintain their identity in each county they currently serve.
- H. Strategic Planning Update: Progress and Next Steps: The possible sale of the building and sustainability both relate to the Strategic Planning. Each of these fall under Pillar 1. A pilot program with Workforce Development was created this fiscal year with City of Fayetteville ARPA money. This program consisted of helping individuals get into the child care field. Two sessions have taken place; the first cohort was 4 individuals, second cohort 11 (for a total of 15) individuals. The second group seem really excited about the program and they are ready for hiring.
- I. New Board and Officers Orientation is scheduled for Thursday, July 30, 2026, during the Executive Committee meeting.
- J. Cumberland Financial Reports for April 2026 were distributed as an FYI:
 - 1. Smart Start
 - 2. NC Pre-Kindergarten
 - 3. South West Child Development Commission (SWCDC) – Region 5
 - 4. All Funding Sources
 - 5. Unrestricted State Revenues (USR)
 - 6. Cash and In-Kind Report
- K. The April 2026 Morgan Stanley Statement was included in the packet. Information from the statement was provided during the Bi-Annual Investment Review.
- L. The FY 26-27 Partnership Umbrella Budget (PUB) was provided for information.
- M. The Monitoring Status timelines for Fiscal, Programmatic, SWCDC and NC Pre-K were provided during the meeting.
- N. PFC FY 24/25 audit has been completed. PFC has received a clean audit. The NC Pre-K Monitoring Report was received. There were no findings.

**Cumberland County Partnership for Children
Investment Review Report
May 14, 2026**

E-trade account period ending 4/30/2026

Money Market Balance:
Current Balance \$12,880.45
Current APY % .010

Common Stocks:

Thompson Reuter (TRI)

Current Value \$669.83
One month return -8.7%
Three-month return -7.56%
One year -56.6%
Inception 101.75%
Yield 2.74%

EFT and Mutual Funds:

Vanguard Dividend Appreciation (VIG)

One month 2.9%
Three-month 1.37%
One year 17.96%
Inception 77.02%
Yield 1.51%

Vanguard Long Term Corporate (BCLT)

One month -1.25%
Three Month -3.25%
One year 2.85%
Inception -26.06%
Yield 5.59%

Vanguard High Yield Corporate (WVEHX)

One month -.36%
Three-month -.72%
One year 1.55%
Inception 34.62%
Yield 6.27%

Total performance of all accounts since inception 39.52%

Certificate of Deposits:

All Certificates of Deposit have matured and moved to the operating account for utilization of cash flow requirements, requiring unrestricted funds at the discretion of the Administration. If appropriate, any unused or excess funds should be deposited in the E-Trade account with a High Yield Money Market, currently yielding 3.64%.

Additional recommendation:

The 401K overall compliance and investment review should occur annually beginning January 2027 by the finance committee.

Note: this is seen more frequently in other nonprofits as an audit requirement.

By-Laws Update: Article V Committees, Section 10

**ARTICLE V
COMMITTEES**

Section 10. Facility and Tenant Committee: The Facility and Tenant Committee is Chaired by a Board director. At a minimum, the Facility and Tenant Committee should consist of four (4) members, representing expertise in: tenant relations, facilities maintenance, ~~and~~ lease negotiations, and Information Technology infrastructure and operations. Membership should include Board and non-board participants. The Facility and Tenant Committee will meet at least quarterly or as called by the Committee Chair and works with the President and applicable staff in carrying out its responsibilities as directed in these bylaws. The purpose and functions of this committee are:

- (a) To review the exempt function activities performed by current and proposed tenants of the Organization's office building for suitability and approval of such tenants by the Board;
- (b) 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 Organization;
- (c) That such current or proposed tenant is suitable for consideration by the Board to become a tenant of the Organization;
- (d) To make such recommendations to the Board regarding current, potential, and proposed tenants, leases, and leaseholds in the office building(s) owned by the Organization as such committee may deem necessary or appropriate;
- (e) To review the purposes and activities of such tenants for continued suitability and compatibility with the activities and purposes of the Organization, as it may find necessary or appropriate from time to time; ~~and~~
- (f) To review Information Technology infrastructure and needs and develop necessary Policies and Procedures to support technology needs and ensure security for the Organization and contracted external customers; and
- ~~(f)~~(g) To engage in activities incidental to the foregoing.

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

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ccpfc.org

MEMORANDUM

To: HR Committee

From: Anthony Ramos

Date: May 19, 2026

Subject: Summary of Policy Revisions – HR 302 & 308

HR 302

The revised HR 302 expands on performance conversation processes and the broader management framework. The biggest substantive change is the removal of the old automatic standardized performance pay language. The former version stated that standardized performance pay adjustments, not to exceed 2%, would be awarded automatically on the first payroll of the fiscal year when certain conditions were met. To avoid misinterpretations that PFC guarantees pay adjustments annually, the revised version replaces that language with flexible language stating that PFC may provide performance-based salary increases annually, subject to funding, grant requirements, and fiscal-year compensation guidelines, and also clarifies that performance increases are discretionary and not guaranteed.

The revised policy also adds more structure to the performance conversation cycle. It more clearly describes the recurring cycle of expectations, feedback and development conversations, and it defines what each type of conversation should cover, including role expectations, goals, deliverables, behaviors, progress, accomplishments, obstacles, support needs, strengths, growth interests, career goals, learning needs, and development plans.

There is also a stronger emphasis on shared responsibility and documentation. The revised version clarifies that both supervisors and employees are responsible for preparing, participating in good faith, listening, following up on next steps, and maintaining appropriate documentation. To clarify why documentation is so important, the revised policy states that documentation may support coaching, performance improvement, employment decisions, development planning, and compensation administration.

HR 308

The revised HR 308 represents a broad rewrite of the former Salary Administration policy. The former version was primarily a short operational policy describing the individual pay actions administered, such as performance increases, equity adjustments, and bonuses based on available funding. The revised version expands the policy into a more comprehensive compensation philosophy and administration framework that establishes overall principles that guide compensation decisions

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At a high level, the revised policy builds in more flexibility, broadens the types of compensation adjustments and strengthens governance, accountability, communication and transparency. It gives PFC more room to respond to changing labor market conditions, funding constraints, retention needs, and internal equity concerns.

One major change is the removal of the old automatic standardized performance pay language. The former version stated that standardized performance pay adjustments, not to exceed 2%, would be awarded automatically on the first payroll of the fiscal year when certain conditions were met. To avoid misinterpretations that PFC guarantees pay adjustments annually, the revised version replaces that language with flexible language stating that PFC may provide performance-based salary increases annually, subject to funding, grant requirements, and fiscal-year compensation guidelines, and also clarifies that performance increases are discretionary and not guaranteed.

The revised policy also broadens the types of compensation adjustments recognized by PFC. In addition to performance increases, equity adjustments, and bonuses, it adds clearer language around market adjustments and longevity pay. It distinguishes performance-based increases from equity and market adjustments, and establishes a foundation to recognize high performers while acknowledging different funding constraints. The processes and procedures are still in development and will be codified in upcoming revisions to HR 309.

The revised version adds existing governance and accountability practices directly into the policy. It identifies the Board's role in approving the overall compensation policy and framework, the President's role in administering compensation programs with Human Resources and executive leadership, and HR's role in ensuring consistency, compliance, and documentation.

The revised version also adds a stronger communication and transparency component. It states that employees will have access to pay ranges for their positions and general information about compensation practices, and that compensation changes should be communicated clearly and timely.

Finally, the revised policy introduces a broader total rewards perspective. Rather than treating compensation as base pay alone, the revised version acknowledges that PFC's overall rewards package includes benefits, retirement and financial benefits, work-life balance, flexibility, and professional development opportunities.

Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures

Employment Information – Compensation
Section 302 – Performance Conversations

1. General Information

~~The performance conversation process provides a recurring structure for employees and supervisors to clarify expectations, discuss progress, exchange feedback, identify development needs, and support performance that advances the Partnership’s mission, values, and organizational priorities. Performance conversations are intended to be ongoing, coaching-oriented conversations rather than a single annual review event. Performance conversations influence performance-based salary increases, promotion and transfer decisions, and professional development direction. It is critical that supervisors routinely conduct conversations and are objective throughout the process. The performance check-in conversation process provides a means to make sure employees’ expectations are clear, to share feedback, and to discuss development needs to enhance performance.~~

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2. Policies

- a. All full-time and part-time employees are provided clear expectations, feedback, and development support through a series of check-in conversations.
- b. Performance check-in conversations should be conducted at least quarterly. ~~Supervisors and employees may meet more frequently when business needs, employee development, or performance circumstances require additional discussion; however, check-ins can be done more regularly and as needed throughout the year.~~
- c. Each supervisor is responsible for setting up a regular cadence of check-ins for their teams.
- d. ~~HR will establish the format, tools, and timing of all check-in processes, and documentation process for performance conversations. HR may revise the process as needed to support consistency, organizational needs, technology changes, and legal or compliance requirements.~~
- e. ~~Performance conversations generally follow a recurring cycle of expectations, feedback, and development. Expectations conversations clarify role expectations, key deliverables, behaviors, and goals. Feedback conversations review progress, accomplishments, obstacles, and needed support. Development conversations focus on strengths, growth interests, career goals, learning needs, and development plans.~~
- f. ~~Performance conversations should be constructive, specific, timely, and two-way. Supervisors and employees share responsibility for preparing for conversations, participating in good faith, listening, following up on agreed-upon next steps, and maintaining appropriate documentation.~~
- g. ~~Performance documentation may be used to support coaching, performance improvement, employment decisions, development planning, and compensation administration, consistent with applicable PFC policies and procedures.~~
- e-h. ~~PFC may provide performance-based salary increases annually, subject to funding availability, grant requirements, and compensation guidelines established for the fiscal year. Performance increases are discretionary and are not guaranteed. (See HR 308 Compensation Philosophy and Administration for more information on performance-based salary increases).~~
- e. ~~Standardized performance pay adjustments are awarded by the Partnership to recognize employee~~

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Partnership for Children of Cumberland County, Inc.
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Employment Information – Compensation
Section 302 – Performance Conversations

~~performance, not to exceed 2% as set by the Board. Standardized performance adjustments will be determined each year based on the availability of funds, and will be awarded automatically on the first payroll of each fiscal year if the following conditions are met:~~

- ~~• The employee is not currently on a probationary period or performance improvement plan.~~
- ~~• If the employee was previously on a probationary period or performance improvement plan during the prior fiscal year, the employee has demonstrated consistent improvement as documented by check-ins.~~
- ~~• The Partnership has available funds for the fiscal year.~~

~~f.i.~~ The performance review of the President is outlined in the Bylaws of the Partnership.

3. Guidelines

- ~~a. At the beginning of each fiscal year, department heads and supervisors should review organizational and departmental priorities and translate them into clear expectations for teams and individual employees.~~
- ~~b. The first individual performance conversation of the fiscal year should establish or confirm expectations, goals, key deliverables, behavioral expectations, and success measures for the year ahead.~~
- ~~c. After expectations and goals are established, performance conversations should recur at least quarterly to review progress, provide feedback, discuss obstacles and support needs, and revise or add goals as circumstances change.~~
- ~~d. At least one performance conversation each fiscal year should include a development discussion. Development discussions should consider the employee's strengths, professional interests, learning needs, career goals, and opportunities to build skills or experience in alignment with business needs.~~
- ~~e. Employees are expected to participate actively in the process by preparing for conversations, drafting or updating goals when requested, asking for feedback, identifying support needs, and following through on agreed-upon action steps.~~
- ~~f. Supervisors are expected to provide clear expectations, timely and balanced feedback, business context, coaching, and appropriate support. For objectivity, supervisors should use specific and observable examples when discussing performance and should avoid relying on assumptions or vague impressions.~~
- ~~g. Performance conversations are typically 60 minutes long, but the length may vary depending on the needs of the employee, supervisor, and role.~~
- ~~h. Supervisors and employees should maintain appropriate notes or documentation of performance conversations, including expectations, goals, feedback, development plans, agreed-upon next steps, and any performance concerns or accomplishments discussed. Documentation should be maintained confidentially and submitted through the designated HRIS or process as directed by HR.~~
- ~~a. Additional procedures, discussion guides, worksheets, and documentation instructions are maintained by Human Resources and should be used with this policy. The first performance check-in conversation of each fiscal year should establish expectations and clarify goals and objectives for the year ahead.~~

**Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures**

**Employment Information – Compensation
Section 302 – Performance Conversations**

- ~~b. After expectations and goals are set, check-ins should recur at least once quarterly to check in on progress, to provide feedback, and to revise or add goals as necessary. Performance check-in conversations can be done more regularly and as needed throughout the year.~~
- ~~c. Before the end of the year, at least one check-in conversation should focus on developmental needs and goals. Development focused check-ins are driven by the employee and should be scheduled when they feel appropriate. Typically, development conversations may happen once or twice per year.~~
- ~~d. Check-ins are typically 60-90 minutes long.~~
- ~~e. Performance Check-in Conversation procedures, discussion guides, worksheets, and HRIS documentation instructions maintained by Human Resources available at ccpfc.org/hr (Employee Forms or Manager Forms). See *Check-in Conversations Procedures* in Community > Human Resources > Check-in Conversations~~

Partnership for Children of Cumberland County, Inc.
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Employment Information – Compensation
Section 302 – Performance Conversations

1. General Information

The performance conversation process provides a recurring structure for employees and supervisors to clarify expectations, discuss progress, exchange feedback, identify development needs, and support performance that advances the Partnership’s mission, values, and organizational priorities. Performance conversations are intended to be ongoing, coaching-oriented conversations rather than a single annual review event. Performance conversations influence performance-based salary increases, promotion and transfer decisions, and professional development direction. It is critical that supervisors routinely conduct conversations and are objective throughout the process.

2. Policies

- a. All full-time and part-time employees are provided clear expectations, feedback, and development support through a series of check-in conversations.
- b. Performance check-in conversations should be conducted at least quarterly. Supervisors and employees may meet more frequently when business needs, employee development, or performance circumstances require additional discussion.
- c. Each supervisor is responsible for setting up a regular cadence of check-ins for their teams.
- d. HR will establish the format, tools, timing, and documentation process for performance conversations. HR may revise the process as needed to support consistency, organizational needs, technology changes, and legal or compliance requirements.
- e. Performance conversations generally follow a recurring cycle of expectations, feedback, and development. Expectations conversations clarify role expectations, key deliverables, behaviors, and goals. Feedback conversations review progress, accomplishments, obstacles, and needed support. Development conversations focus on strengths, growth interests, career goals, learning needs, and development plans.
- f. Performance conversations should be constructive, specific, timely, and two-way. Supervisors and employees share responsibility for preparing for conversations, participating in good faith, listening, following up on agreed-upon next steps, and maintaining appropriate documentation.
- g. Performance documentation may be used to support coaching, performance improvement, employment decisions, development planning, and compensation administration, consistent with applicable PFC policies and procedures.
- h. PFC may provide performance-based salary increases annually, subject to funding availability, grant requirements, and compensation guidelines established for the fiscal year. Performance increases are discretionary and are not guaranteed. (See HR 308 Compensation Philosophy and Administration for more information on performance-based salary increases).
- i. The performance review of the President is outlined in the Bylaws of the Partnership.

Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures

Employment Information – Compensation
Section 302 – Performance Conversations

3. Guidelines

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- d. At least one performance conversation each fiscal year should include a development discussion. Development discussions should consider the employee’s strengths, professional interests, learning needs, career goals, and opportunities to build skills or experience in alignment with business needs.
- e. Employees are expected to participate actively in the process by preparing for conversations, drafting or updating goals when requested, asking for feedback, identifying support needs, and following through on agreed-upon action steps.
- f. Supervisors are expected to provide clear expectations, timely and balanced feedback, business context, coaching, and appropriate support. For objectivity, supervisors should use specific and observable examples when discussing performance and should avoid relying on assumptions or vague impressions.
- g. Performance conversations are typically 60 minutes long, but the length may vary depending on the needs of the employee, supervisor, and role.
- h. Supervisors and employees should maintain appropriate notes or documentation of performance conversations, including expectations, goals, feedback, development plans, agreed-upon next steps, and any performance concerns or accomplishments discussed. Documentation should be maintained confidentially and submitted through the designated HRIS or process as directed by HR.
- i. Additional procedures, discussion guides, worksheets, and documentation instructions are maintained by Human Resources and should be used with this policy.
- j. Performance Check-in Conversation procedures, discussion guides, worksheets, and HRIS documentation instructions maintained by Human Resources available at ccpfc.org/hr (Employee Forms or Manager Forms).

**Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures**

Employment Information – Compensation

Section 308 – ~~Salary Administration~~ Compensation Philosophy and Administration

1. General Information

~~Salary administration at~~At the Partnership for Children of Cumberland County, Inc. (PFC), our compensation philosophy is grounded in equity, transparency, competitiveness, and fiscal responsibility. Our goal is to attract, retain and motivate a diverse and talented workforce while supporting the organization’s mission, values, and long-term sustainability., ~~establishes the principles and standards for consistent compensation practices in compliance with federal and state laws and in support of the organization’s mission and values. Additionally, policies for the distribution of merit increases, equity adjustments, and bonuses are approved by the Board and will continue until such time as a revised plan is presented to the Board. (See HR 309 Salary and Position Classification Plan for more policy and procedures on evaluating positions, assigning salary grades, and administering compensation)~~

PFC’s compensation program is guided by the following principles:

- **Internal Equity:** Compensation reflects the relative value of positions based on job responsibilities and requirements as determined through PFC’s job evaluation system.
- **Market Competitiveness:** Compensation is informed by relevant labor market data, with a target positioning aligned to comparable nonprofit organizations in North Carolina and similar labor markets.
- **Performance Orientation:** Compensation recognizes individual and organizational performance.
- **Transparency:** Compensation practices and structures are communicated clearly to employees to promote understanding and trust.
- **Flexibility and Sustainability:** Compensation decisions consider funding availability, including grant requirements, while maintaining adaptability to changing conditions.

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2. Policies

a. Compensation for all positions is based on:

- The PFC job evaluation system (point-factor method)
- Assigned salary grade and pay range
- Internal equity considerations
- External market data
- Availability of funding

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**Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures**

**Employment Information – Compensation
Section 301 – Employment Categories**

~~competitive and equitable pay and future salary growth, based on the availability of funds.~~

- b. ~~PFC's salary administration~~administers compensation policies and programs ~~are administered~~ without regard to an individual's age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, ~~or veteran status, or any other protected characteristic.~~

- c. **Performance-Based Increases.** ~~PFC may provide performance-based salary increases annually, subject to funding availability. Performance increases are discretionary and not guaranteed. Standardized performance pay increases are provided annually based on job performance standards and the availability of funds. While funding source constraints may influence available increases, the organization will establish baseline adjustment guidance each fiscal year to promote internal equity. Where funding permits, additional adjustments may be applied to recognize performance or support retention, provided such adjustments are reviewed for internal equity and are administered in accordance to this policy and HR 309. Employees must have at least 12 months of service to be eligible for performance-based salary increases. Employees on a Performance Improvement Plan at the time of eligibility may be excluded. Employees who were previously on a Performance Improvement Plan or other formal performance action during the review period may be reviewed for eligibility based on documented performance improvement and consistency of performance. The standardized performance increase will not exceed 2% as set by the Board. Performance increases do not apply to employees with less than 12 months of service. (See HR 206-302 Performance Conversations for performance policy) more information about performance management).~~

- d. **Equity Adjustments.** ~~Equity adjustments are~~may be provided to address compensation misalignment and ensure fairness across the organization. provided periodically regardless of performance levels to all employees based on availability of funds and the reason for adjustment. Equity adjustments may be used to address compensation issues such as wage compression, malalignment with market-based compensation studies, or high inflation and cost of living reviews may be conducted as part of market studies, when wage compression or inversion is identified, following job re-evaluation, or in response to significant economic or labor market changes. Equity adjustments:

- Are not performance-based
- May be applied broadly or individually
- May be prorated based on length of service
- Are subject to funding availability and President's approval

- d. ~~The amount of the equity adjustment as approved by the Board will not exceed the allowance set by grants and funders. Equity adjustments may be prorated for employees with less than 12 months of service.~~

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**Partnership for Children of Cumberland County, Inc.
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- e. **Market Adjustments.** PFC may implement market-based adjustments to maintain competitive positioning. Market adjustments are informed by compensation studies and benchmarking. Adjustments may apply to specific roles, job families, or the organization as a whole. Timing and scope are determined based on organizational needs and funding. PFC will review market competitiveness at least every 5 years.
- f. **Bonuses and Longevity Pay.** Occasionally, PFC may provide bonuses or one-time payments or implement a longevity pay program to recognize contributions, retention needs, or organizational performance. Bonuses and longevity pay programs are discretionary, not guaranteed, and subject to funding availability and grant requirements. Longevity pay programs are based on length of service employees based on availability of funds and approval by the Board.
- g. **Pay Administration and Governance.** The Board of Directors approves the overall compensation policy and framework. The President, in partnership with Human Resources and executive leadership, administers compensation programs within approved guidelines. Human Resources is responsible for ensuring consistency, compliance, and documentation of compensation decisions
- h. **Transparency and Communication.** PFC is committed to transparent compensation practices. Employees will have access to pay ranges for their position, total compensation statements, and general information about compensation practices. PFC will communicate compensation changes, including performance and equity adjustments, in a clear and timely manner.
- e.i. **Total Rewards Philosophy.** PFC recognizes that compensation extends beyond base pay and includes health and wellness benefits, retirement and financial benefits, work-life balance and flexibility, and professional development opportunities.

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Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures

Employment Information – Compensation

Section 308 – Compensation Philosophy and Administration

1. General Information

At the Partnership for Children of Cumberland County, Inc. (PFC), our compensation philosophy is grounded in equity, transparency, competitiveness, and fiscal responsibility. Our goal is to attract, retain and motivate a diverse and talented workforce while supporting the organization’s mission, values, and long-term sustainability. (See HR 309 Salary and Position Classification Plan for more policy and procedures on evaluating positions, assigning salary grades, and administering compensation)

PFC’s compensation program is guided by the following principles:

- **Internal Equity:** Compensation reflects the relative value of positions based on job responsibilities and requirements as determined through PFC’s job evaluation system.
- **Market Competitiveness:** Compensation is informed by relevant labor market data, with a target positioning aligned to comparable nonprofit organizations in North Carolina and similar labor markets.
- **Performance Orientation:** Compensation recognizes individual and organizational performance.
- **Transparency:** Compensation practices and structures are communicated clearly to employees to promote understanding and trust.
- **Flexibility and Sustainability:** Compensation decisions consider funding availability, including grant requirements, while maintaining adaptability to changing conditions.

2. Policies

- a. Compensation for all positions is based on:
 - The PFC job evaluation system (point-factor method)
 - Assigned salary grade and pay range
 - Internal equity considerations
 - External market data
 - Availability of funding
- b. PFC administers compensation policies and programs without regard to an individual's age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, veteran status, or any other protected characteristic.
- c. **Performance-Based Increases.** PFC may provide performance-based salary increases annually, subject to funding availability. Performance increases are discretionary and

Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures

Employment Information – Compensation
Section 301 – Employment Categories

- not guaranteed.** While funding source constraints may influence available increases, the organization will establish baseline adjustment guidance each fiscal year to promote internal equity. Where funding permits, additional adjustments may be applied to recognize performance or support retention, provided such adjustments are reviewed for internal equity and are administered in accordance to this policy and HR 309. Employees must have at least 12 months of service to be eligible for performance-based salary increases. Employees on a Performance Improvement Plan at the time of eligibility may be excluded. Employees who were previously on a Performance Improvement Plan or other formal performance action during the review period may be reviewed for eligibility based on documented performance improvement and consistency of performance. (See HR 302 Performance Conversations for more information about performance management).
- d. **Equity Adjustments.** Equity adjustments may be provided to address compensation misalignment and ensure fairness across the organization. Equity reviews may be conducted as part of market studies, when wage compression or inversion is identified, following job re-evaluation, or in response to significant economic or labor market changes. Equity adjustments:
- Are not performance-based
 - May be applied broadly or individually
 - May be prorated based on length of service
 - Are subject to funding availability and President’s approval
- e. **Market Adjustments.** PFC may implement market-based adjustments to maintain competitive positioning. Market adjustments are informed by compensation studies and benchmarking. Adjustments may apply to specific roles, job families, or the organization as a whole. Timing and scope are determined based on organizational needs and funding. PFC will review market competitiveness at least every 5 years.
- f. **Bonuses and Longevity Pay.** PFC may provide bonuses or one-time payments or implement a longevity pay program to recognize contributions, retention needs, or organizational performance. Bonuses and longevity pay programs are discretionary, not guaranteed, and subject to funding availability and grant requirements. Longevity pay programs are based on length of service.
- g. **Pay Administration and Governance.** The Board of Directors approves the overall compensation policy and framework. The President, in partnership with Human Resources and executive leadership, administers compensation programs within approved guidelines. Human Resources is responsible for ensuring consistency, compliance, and documentation of compensation decisions
- h. **Transparency and Communication.** PFC is committed to transparent compensation practices. Employees will have access to pay ranges for their position, total compensation statements, and general information about compensation practices. PFC will communicate compensation changes, including performance and equity

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- adjustments, in a clear and timely manner.
- i. **Total Rewards Philosophy.** PFC recognizes that compensation extends beyond base pay and includes health and wellness benefits, retirement and financial benefits, work-life balance and flexibility, and professional development opportunities.

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.

April 30, 2026

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.
- b. Since all of our grants are now reimbursement-based, managing the monthly cashflow has become more critical than in past years.
- c. The County of Cumberland Family Connects grant is a reimbursement-based grant on a **quarterly basis** only.
- d. NCPC reminded the local partnerships that they are managing Smart Start cashflow differently for FY25-26.
"Historically all LPs received one and a half months' worth of the initial NCPC-LP contract amount (12.5%) as an initial advance. In recent years, NCPC would advance about one additional month's worth of the contract total each month going forward, which led to significant SS cash-on-hand for several LPs during the FY. Instead, NCPC intends to calculate monthly payments with greater consideration of LPs' reported expenditures and spending patterns. The initial advance provided in July will remain on hand with the LP for the time being to provide operational cashflow." [from NCPC's September 2025 Dollars & Sense Newsletter .]

2 Smart Start Grant [State Funds]

- a. PFC's Smart Start grant budgets are reflected at 100% of full allocation effective July 1, 2025.
- b. The total allocation for FY25-26 at 100% is \$6,832,478, including DSS and WAGE\$.
- c. In July 2025, PFC reverted \$68,243.04 of unspent FY24-25 Smart Start Services funds to NCPC.
PFC did not receive \$150,000 of FY24-25 funds from NCPC, and thus with the reverted funds of \$68,243.04, the total unspent is \$218,243.04. The maximum reversion cap for Cumberland is \$214,209, which is the anticipated amount to receive back during FY25-26. On November 18, 2025, NCPC notified PFC that the \$214,209 of Services funds was available for contracting. PFC has prepared budget changes to be effective December 31, 2025.
- d. PFC has reviewed and prepared applicable budget changes for the full \$214,209 to be effective December 31, 2025.
The current Smart Start budget effective December 31, 2025 is \$7,046,687.
- e. PFC has reviewed and prepared applicable budget changes to align budgets in order to reduce the projected yearend reversion.
These budgets are to be effective February 28, 2026.
- f. PFC has reviewed and prepared applicable budget changes to align budgets in order to reduce the projected yearend reversion.
These budgets are to be effective May 15, 2026. There is anticipated to be reverted funds greater than the \$190,261 maximum at yearend.

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

- a. PFC is in full contract with DCDEE effective July 1, 2025.
- b. The total FY25-26 contract is \$9,614,373 which consists of \$3,583,385 of federal funds and \$6,030,988 of state funds.
- c. The FY25-26 contract for NC Pre-K **administrative funds is \$17,113 less than FY24-25**, and the \$216,016 reduction from FY23-24 was not restored. The **Direct Services State funds were reduced by \$222,620 for FY25-26**.
PFC is strategizing ways to sustain this funding stream due to the additional reductions in funding.
- d. Historically this distribution of state and federal funds is amended by DCDEE before or at yearend.
- e. In September 2025, PFC received the requested advance of 1/10th of the direct services grant. The amount was \$893,197.
NC Pre-K providers with completed amendments and other requirements were paid in September 2025 for their August 2025 attendance.
- f. The single audit threshold increased from \$750,000 to \$1,000,000 effective October 1, 2024.
- g. 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 \$1,000,000 in federal funds for the fiscal year.
- h. In December 2025, we received notification from DCDEE to submit a budget amendment for an additional \$166,134 of administrative funds.
DCDEE approved the budget amendment on January 13, 2026. The FY25-26 NC Pre-K budget will be \$9,780,507 after the amendment is executed.

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY, INC.

FINANCIAL SUMMARY - WHAT YOU NEED TO KNOW

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April 30, 2026

- i. In early February 2026, the NC Pre-K contract amendment was executed and the \$166,134 consisted of \$166,134 state funds, effective January 30, 2026.
- j. On April 30, 2026, \$799,460 of the NC Pre-K advance was recouped by DCDEE from the March 2026 reimbursement request.

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

- a. The **Region 5 Core** grant is in contract **effective July 1, 2025 through June 30, 2026**.
The total grant amount is \$477,685.85 and the contract amendment was executed on August 11, 2025. There was no reduction from FY24-25. An additional \$82,318.85 of unspent FY24-25 funds was added to the original budget amount of \$395,367 for FY25-26. For FY25-26, the de minimus rate has increased from 10% to 15%; however, the increase in indirect funds is a result of a decrease in direct services funds. Certain expenses such as Equipment Rental, is a direct expense that is unallowable for the 15% indirect calculation. This grant will be bid out at the State level and PFC will await guidance if it will be renewed.
- b. The Region 5 **Birth to Three Quality [B3QI] Initiative** grant is in contract, effective August 1, 2025 through January 31, 2026. **[6 months]**
The grant amount was previously projected to be \$51,291 for six months, down from \$166,977 for twelve months during FY24-25. On September 12, 2025, SWCDC informed us that an additional \$11,600 of unspent FY24-25 funds will be added to the budget. The total budget will then be \$62,891. **The contract amendment for \$62,891 has been received from SWCDC and was executed on October 16, 2025.** Requests for reimbursement of PFC paid expenses for August and September 2025 have been submitted to SWCDC. For FY25-26, the de minimus rate has increased from 10% to 15%; however, the increase in indirect funds is a result of a decrease in direct services funds. Certain expenses such as Equipment Rental, is a direct expense that is unallowable for the 15% indirect calculation. This grant will be bid out at the State level and PFC will await guidance if it will be renewed. This grant has ended as of January 31, 2026. The final FSR is being submitted in February 2026.
- c. The Region 5 **Healthy Social Behaviors [HSB]** grant is in contract effective July 1, 2025 through December 31, 2025. **[6 months]**
The grant amount was previously projected to be \$59,521 for six months, down from \$282,743 for twelve months during FY24-25. In September 2025, SWCDC informed us that an additional \$21,852 [\$9,000 + \$12,852] of unspent FY24-25 funds **may** be added to the budget. The total budget will then be \$81,373. **The contract amendment for \$59,521 has been received from SWCDC and was executed on October 9, 2025.** An additional \$17,257 of reversion distribution funds was added to the original budget amount for FY25-26. The total budget is now \$76,778. **The contract amendment was executed on December 2, 2025.** For FY25-26, the de minimus rate has increased from 10% to 15%; however, the increase in indirect funds is a result of a decrease in direct services funds. Certain expenses such as Equipment Rental, is a direct expense that is unallowable for the 15% indirect calculation. This grant was bid out at the State level and PFC will no longer be a subcontractor after December 31, 2025. This grant has ended as of December 31, 2025. The final FSR is being submitted in January 2026.

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.

April 30, 2026

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 through the projected yearend. Because of funding changes and limitations, the cash balance is being monitored closer before expenditures are paid.

6 Unrestricted 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. The funds and interest earned from the redeemed Lumbee Bank CD#6 were deposited into the PFC Bank of America operating account until a time when the funds can be transferred to the Morgan Stanley E-Trade account, as approved by Board in June 2025.
- c. The cash equivalent balances in Fund 208 consists of the following at the end of the month:

PNC Bank Money Market Account	5,645.37	<i>Does not include interest earned in Fund 899. Funds of \$96,563.69 were transferred from this account to the Operating Account for the construction loan payments.. Both the interest earned [\$32,117.79] and the cash balance [\$64,445.90] were affected.</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>
	223,645.37	

Interest Earned - Fund 899	
PNC Bank Money Market	1,169.35
First Bank Money Market	6,801.00
	7,970.35

Investments - Fund 208	223,645.37
Interest Earned - Fund 899	7,970.35
TOTAL INVESTMENTS PLUS INTEREST	231,615.72

- d. There is currently NOT a **negative** balance in the operating funds portion of the USR funding stream for the current fiscal year. Funds of \$64,445.90 were transferred on June 23, 2025 from the PNC Money Market [Fund 208] for the construction loan payments. As expenditures are realized that are in excess of the current cash balance, Management will transfer additional funds as deemed 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 [\$214,209].
- 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 FY2425, 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, 2025, 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.
- f. Income from the City of Fayetteville's federal ARPA grant for Family Connects and Workforce Development are allowable for Smart Start cash and in-kind purposes. The amount is anticipated to be up to \$344,615 for FY25-26.
- g. Income from the County of Cumberland's local government grant for Family Connects is allowable for Smart Start cash and in-kind purposes. The amount is anticipated to be \$300,000 for FY25-26.

Partnership for Children of Cumberland County, Inc.
Cash and In-Kind Contributions Report
FY25/26

Total Smart Start Allocation INCLUDING RECURRING FUNDS OF \$259,431 (including prior year Carryforward Funds \$214,209):	\$ 7,046,687.00
Target Cash & In-Kind Required (19%):	\$ 1,338,870.53
Target Cash Required (≥13%):	\$ 916,069.31
Target In-Kind Required (±6%):	\$ 422,801.22

1

CASH DONATIONS	March	April	Y-T-D
Cash Donations - In-House			
Board Donations	\$ 75.00	\$ 25.00	\$ 1,057.57
Other Donations	\$ 110.00	\$ 35.00	\$ 8,750.84
CCF Jerry/Helen Leggett Endowment			\$ 1,630.33
Donations - Barlow Research Survey			\$ 75.00
Donations - SECC Donation			\$ -
Donations - Vending Machine Proceeds		\$ 151.59	\$ 1,017.47
Donations - Giving Tuesday CCF			\$ 10,782.47
Donations - Restricted Lending Library Donations	\$ 500.00		\$ 500.00
Program Income - Rent from Resource Center I	\$ 4,377.50	\$ 5,032.47	\$ 43,692.48
Program Income-Little Land Donations			\$ -
Program Income - Little Land Vendor Booth Rental			\$ 800.00
Program Income - CCR&R Workshop Fees	\$ 840.00	\$ 1,480.00	\$ 10,220.00
Program Income - CCR&R Resource Library Fees	\$ 29.99	\$ 15.00	\$ 228.99
Program Income - Cash Back Capital One			\$ -
Program Income - Rent from Resource Center II	\$ 4,750.00	\$ 4,750.00	\$ 47,500.00
Program Income - Fundraiser Grilled Cheese Festival		\$ 7,937.00	\$ 7,937.00
Miscellaneous			\$ -
Total Cash Donations - In-House	\$ 10,682.49	\$ 19,426.06	\$ 134,192.15
TOTAL CASH DONATIONS			
	\$ 10,682.49	\$ 19,426.06	\$ 134,192.15
Cumberland County Family Connects Grant		\$ 132,800.00	\$ 300,000.00
City of Fayetteville Federal ARPA Grant	\$ 3,342.71		\$ 83,315.59
TOTAL GRANTS	\$ 3,342.71	\$ 132,800.00	\$ 383,315.59
IN-KIND DONATIONS			
In-Kind Donations - In-House			
In-Kind Donations - Grilled Cheese Festival		\$ 5,021.38	\$ 5,021.38
In-Kind Donations - Volunteer Time	\$ 2,642.44	\$ 2,775.88	\$ 17,077.29
Google Ads Grant	\$ 8,156.06	\$ 7,389.42	\$ 65,689.94
Discounts on Materials - Kaplan		\$ 970.00	\$ 970.00
Donations - Other In-Kind - A. Guye, P. Federline			\$ 504.90
Vendor donations of books: Barnes & Noble			\$ 15,495.96
Total In-Kind Donations - In-House	\$ 10,798.50	\$ 16,156.68	\$ 104,759.47
In-Kind Donations - Direct Service Providers			
Quarterly Donations	\$ 11,973.30	\$ 4,225.41	\$ 37,344.81
TOTAL IN-KIND DONATIONS	\$ 22,771.80	\$ 20,382.09	\$ 142,104.28
GRAND TOTAL	\$ 36,797.00	\$ 172,608.15	\$ 659,612.02

38.7% **2**

10.6% **3**

49.3% **4**

\$ (679,258.51)
TARGET REMAINING

- 1 - Current Month Reporting
- 2 - YTD Cash Reported
- 3 - YTD In-Kind Reported
- 4 - Amount remaining to reach target

MEMORANDUM

DATE: 4/30/2026

TO: Board of Directors

FROM: Mary Sonnenberg, President

SUBJECT: **Recommendations for Building and Organizational Sustainability (for action)**

Recommend approval for **the following:**

A. Building Sustainability Workgroup Recommendation:

- 1. Motion: Evaluate options for sale of part or all of Building (351 Wagoner Drive) with information from NC DCDEE and other related parties, including staff, Board, real estate agents and other entities.**
- The Building Sustainability Workgroup members: Van Gunter (current Board Chair), Charles Morris (Board Member Emeritus & financial advisor), Joe Deaton (Board Member and Chair Facility & Tenant Committee), John Bantsolas (Facility & Tenant Committee Member), Martin Swinney (Facility & Tenant Committee Member), Mark Rice (Finance Committee Member), Mary Sonnenberg (President PFC), Mike Yeager (Facilities Manager PFC), Marie Lilly (VP of Finance PFC), Michelle Downey (Contracts Coordinator PFC), Jeremy Julch (IT Administrator PFC)
- The workgroup has met multiple times as Phase 3 of the Building Construction came to an end to review information needed to make a recommendation regarding the future sustainability of owning the building. Most recently, John Bantsolas' daughter did a comparative study analysis of the PFC building. Charles Morris sought legal consultation regarding sales of the building and any tax implications from the sale. Marie Lilly prepared a document to break out fixed asset costs related to the building.
- Based on information and discussion up to this point, the workgroup is recommending continued evaluation of options for sale of part or all of the building. This will involve meetings with NC DCDEE and the North Carolina Partnership for Children and gathering additional information from real estate agents, and legal consultation to come up with a final recommendation to the Board once all options are reviewed.

B. Organizational Sustainability & Succession Planning:

- 1. Motion: Evaluate options for Organizational Sustainability & Succession Planning with related organizations, including discussions with Robeson County Partnership for Children, staff, Board and other entities.**
- Over the past year, discussions have occurred internally that funding is flat and expenses increasing. In addition, funding for regional CCR&R is ending. The current climate does not look good for new or additional state and federal funding. As such, PFC has engaged in discussions on the direction to take to address

sustainability of the organization. At the same time, the North Carolina Partnership for Children (NCPC) has been reviewing historical funding patterns and the impact of static funding on administrative and programmatic operations.

3. Mary Sonnenberg, President and Van Gunter, Board Chair have had informal discussions with NCPC and some other Local Partnerships about possible options for collaboration and/or consolidation to address needs and planning for the future.
4. Based on the current and expected funding climate, we are recommending a more in-depth evaluation of options to determine next steps as we continue to look at organizational sustainability and succession planning. Robeson County Partnership for Children is open to these discussions. This evaluation will involve a number of people and entities in order to come up with viable plan options.

SWOT Analysis Worksheet – PFC Group reviewing:

Fill out the fields below and review as a group. This will inform our Organizational Sustainability work.

	Strengths	Weaknesses	Opportunities	Threats
Programs/ Services Offerings				
Brand/ Marketing				
Staff/ HR				
Finance				
Operations/ Management				
Community Engagement				
What have we left out?				

Can any of your strengths help with improving your weaknesses or combating your threats? If so, please describe how below.

Based on the information above, what are your immediate goals/next steps?

Based on the information above, what are your long-term goals/next steps?

SWOT Analysis Worksheet – Collaboration with Robeson Partnership for Children

Group Reviewing: _____ Fill out the fields below. This will inform our Organizational Sustainability work.

	Strengths	Weaknesses	Opportunities	Threats
Programs/ Services Offerings				
Brand/ Marketing				
Staff/ HR				
Finance				
Operations/ Management				
Community Engagement				
What have we left out?				

Can any of your strengths help with improving your weaknesses or combating your threats? If so, please describe how below.

Based on the information above, what are your immediate goals/next steps?

Based on the information above, what are your long-term goals/next steps?

Strategic Pillar 1: Sustainable & Adaptive Organization

Goal Statement

Ensure long-term organizational stability and adaptability through strong leadership, diversified funding, and efficient systems that support mission impact.

Strategic Objectives

1. Strengthen leadership continuity through succession planning and cross-training.
2. Diversify revenue streams to reduce reliance on government funding.
3. Improve staff retention and satisfaction through competitive compensation and development.
4. Modernize systems and processes to increase efficiency and reduce administrative burden.
5. Build internal fundraising and communications capacity.

Key Performance Indicators (KPIs)

Objective	KPI	Measurement
Leadership continuity	% of leadership roles with documented succession plans	Annual review
Funding diversification	% of unrestricted / non-government revenue	Annual financials
Workforce stability	Staff retention rate	Annual HR data
Operational efficiency	Staff time spent on administrative tasks	Staff survey
Fundraising capacity	Annual philanthropic revenue growth	Year-over-year

Strategic Pillar 2: Equitable Access & Early Intervention

Goal Statement

Ensure all children and families—especially those most underserved—can access high-quality early learning and early intervention supports.

Strategic Objectives

1. Expand access to NC Pre-K and other early learning opportunities.
2. Improve early identification and referral for developmental, behavioral, and learning needs.
3. Strengthen family navigation of child care, education, and support systems.
4. Increase awareness of available resources among non-traditional and underserved families.

Key Performance Indicators (KPIs)

Objective	KPI	Measurement
Access to early learning	% of NC Pre-K slots filled	Program data
Early intervention	# of referrals to early intervention services	Partner reports
Family navigation	% of families reporting improved understanding of services	Family assessment
Awareness	# of children/families reached vs. served	Outreach tracking



Strategic Pillar 3: Strong Workforce, Strong Outcomes

Goal Statement

Strengthen the early childhood workforce to improve program quality, access, and outcomes for children and families.

Strategic Objectives

1. Increase workforce retention through compensation and support strategies.
2. Expand professional development and credentialing opportunities.
3. Build workforce pipelines through higher education and partner institutions.
4. Reduce provider closures related to staffing shortages.

Key Performance Indicators (KPIs)

Objective	KPI	Measurement
Workforce retention	ECE turnover rate	Annual workforce data
Professional development	# of educators completing training/credentials	Program records
Workforce pipeline	# of students entering ECE pathways	Partner data
Provider stability	# of providers operating year over year	Licensing data

Strategic Pillar 4: Authentic Community Voice & Engagement

Goal Statement

Create inclusive, accessible opportunities for families and communities to actively shape early childhood systems and decisions.

Strategic Objectives

1. Reduce barriers to family participation in engagement and governance activities.
2. Elevate parent voice, especially from families using services.
3. Strengthen community-building through digital and in-person engagement.
4. Improve feedback mechanisms without overburdening families or staff.

Key Performance Indicators (KPIs)

Objective	KPI	Measurement
Family participation	% of engaged families from priority populations	Engagement data
Parent voice	# of parents involved in advisory or feedback roles	Annual count
Community engagement	Engagement rate in online groups/events	Platform analytics
Feedback quality	% of programs using standardized family assessment	Program review



Strategic Pillar 5: Connected Systems & Strategic Partnerships

Goal Statement

Strengthen cross-sector collaboration to reduce silos, maximize resources, and improve outcomes for children and families.

Strategic Objectives

1. Expand and deepen strategic partnerships across education, health, faith, and business sectors.
2. Improve coordination and referral pathways among partners.
3. Leverage partnerships to increase funding, workforce capacity, and service reach.
4. Align partners around shared goals and measurable outcomes.

Key Performance Indicators (KPIs)

Objective	KPI	Measurement
Partnership growth	# of active strategic partnerships	Annual inventory
System coordination	# of shared initiatives or referral agreements	Partner reports
Resource leverage	\$ leveraged through partnerships	Financial tracking
Collaboration quality	Partner satisfaction score	Annual partner survey

President's Report
Executive Committee (Acting on Behalf of Board)
Hybrid (Charles Morris Conference Room and ZOOM)
Thursday, May 21, 2026

A. NCPC/DCDEE Updates / Legislative Updates

1. NCPC

- This month's special stories focus on Kaleidoscope Play & Learn and Family Connects.
- Public Policy Update is attached. The anticipated release date for a state budget for release and a vote is between June 15-18, 2026.

2. DCDEE

- **SWCDC is completing monitoring of our Region 5 Contracts.** The CORE contract will close out in June.
- **NC Pre-K**
 - DCDEE NC Pre-K Statewide Meeting May 14, 2026: Presented FY26-28 NC Pre-K Funding Reallocation Process Overview. The overview covered a 2-step process for identifying and addressing both slot disparities and rate/funding disparities.
 - PFC received a **reduction in allocated slots for NC Pre-K** for SFY 2026-2027 to **1383**.
 - Rates were increased a permanent \$29 to each of the standard reimbursement rates for direct services utilizing existing unallocated funds. New rates: Private sites \$748, Public Schools \$525, Head Start \$449.
 - Desktop monitoring by DCDEE is complete. Report attached.

3. State and Federal Level

- For additional updates, refer to the NC Center for Nonprofits' May 15 Public Policy update.
- NCPC's Public Policy Update covers State and Federal Level updates.
- Governor Stein hosted a Child Care Appreciation Reception on May 20, 2026 at the Executive Mansion. Mary Sonnenberg attended along with providers Deborah Evans (Little Angels CC&DC) and Michelle Palmer (Majestic Childcare and Learning Academy).

4. Local Level

- Pamela Federline toured the Spring Lake Family Support Center, lovingly known as the Kinsey House on May 18, 2026. We look forward to having a presentation for PFC staff and Board in the coming months.

B. Grant Opportunities/Updates/RFPs

- The **Workforce Development Program** closeout was on **May 13**. During this event, participants had the opportunity to have their professional headshots taken and receive their program packets, which included documentation of all completed trainings. Looking ahead, the program aims to continue supporting participants through additional coursework in special needs in partnership with Fayetteville Technical Community College (FTCC). We are appreciative for the funding of this project through the **City of Fayetteville's ARPA grant**.
- **Blue Cross NC Opportunities** – We are working with Megan Squires, Manager, Community Health and Faith Initiatives with Blue Cross NC to coordinate a Faith-based initiative to support church programming for the neurodivergent population and their families as well as initiatives to support early literacy in Cumberland County. The Faith-based initiative is in planning for training to occur in October. Blue Cross NC recently opened a Beyond Blue Neighborhood Center in Fayetteville. United Way will

be coordinating doing a Dolly Parton Imagination Library health related story time June 27 at the Neighborhood Center. We are excited about these new collaborative opportunities.

- **RFPs for FY26-27** were posted for Professional Development providers and Facilities Operations and landscaping projects for PFC.

C. Building Sustainability and Organizational Sustainability & Succession Planning

- The **Building Sustainability Work Group** recommended that the Board approve further evaluation for the sale of part or all of the building. The meeting with NCPC and DCDEE is scheduled for June 17 in Raleigh to go through the process required by DCDEE due to state funding being used to purchase the building.
- **Organizational Sustainability & Succession Planning are part of the Board's Strategic Plan Update from December 2025. Initial conversations have been occurring for the past year at many levels.** PFC is engaging in a more in-depth evaluation of options to determine next steps necessary as we continue to look at organizational sustainability and succession planning. We are coordinating with Robeson County Partnership for Children and their Board in these discussions. This evaluation will involve a number of people and entities in order to come up with viable plan options.

D. Staff Updates

- **Farewell Ever Aguero Aranda, Program Specialist for NC Pre-K.** His last day of work will be May 22, 2026. Ever has received an incredible opportunity to pursue a doctorate in engineering funded by the German Government. We wish him the best in this next step in his educational journey.
- **Welcome Candace McRae, Early Literacy & Play Coordinator and Johanna Betancourt, Early Care & Education Coach.** Candace started on April 7 and Johanna started on April 27.
- **Recruiting Communications & Digital Media Specialist and Program Specialist NC Pre-K – these are Full-time positions.** For more information about these positions and to apply, please visit our careers page at ccpfc.org/hr/careers.
- **Employee Professional Development Day – Tuesday, May 12.** Staff engaged in a number of morning team building activities and then participated together in escape rooms at Escapology.

E. Events/Recognitions

- **NC Pre-K Let's Get Enrolled – Applications for the 2026-2027 school year are open.** Please share the URL: LetsGetEnrolled.com. Contact Ar-Nita Davis (adavis@ccpfc.org) with any questions.
- **Provider Appreciation Event –** The event on May 2, 2026 at FTCC was a huge success and engaging evening recognizing our providers. Over 100 providers and guests attended the event. State Senator Val Applewhite attended and provided remarks to recognize providers and the work of PFC. Our speaker, Khari Garvin, President & CEO of Family Services of Forsyth County, was truly inspiring.
- **United Way Classic – June 12 at 7:05 pm at the Crown Coliseum** (<https://www.unitedway-cc.org/united-way-basketball-classic.html>). This fundraiser is a high-energy new event of basketball between Fort Bragg and Fayetteville's Police and Fire Departments. A representative from the **Dollywood Foundation** will be present for the event and other special activities during the week. **We will be hosting her at PFC the afternoon of June 10. Dolly Parton's Imagination Library (DPIL)** continues to be the signature program of the Dollywood Foundation. From June 10-12 United Way of Cumberland County's DPIL efforts, Dolly Parton's Imagination Story Times and the efforts of the Literacy Council will be featured. PFC collaborates with United Way on DPIL and Julanda Jett serves on the Literacy Council.
- **Kindness Awards – September 2026.** Look for the nomination process late summer.
- **Smart Start Month – September 2026.** Look for additional information from NCPC over the summer.
- **Grilled Cheese Festival – Save the date for Saturday, November 7, 2026.** Presale tickets go on sale July 15th and we have event sponsorship, table sponsors, vendor, and volunteer opportunities. Contact dmalvesti@ccpfc.org
- **Little Land 2027 – Save the date for Saturday, March 13, 2027, 10:00 am – 2:00 PM, Crown Expo Center.**

Special Stories May 2026

Kaleidoscope Play & Learn:

At a Kaleidoscope session, we welcomed a family whose young child was initially very shy and reserved. They began attending our playgroup to build social connections and create more consistency in her routine. Over time, we witnessed a remarkable transformation. After several months, she entered the room one day ahead of her parent and confidently went straight to a play center. She actively joined our group activity, which included music and movement, showing a level of comfort and engagement that hadn't been there before. Her mother shared how grateful she was for Kaleidoscope, expressing that seeing her daughter move freely and participate so fully exceeded her expectations. The family continues to attend regularly, and with each session, the child's independence grows. As a facilitator, it has been truly rewarding to watch her progress.

Family Connects:

Another meaningful experience involved a first-time mother who was feeling overwhelmed and isolated after bringing her newborn home. Through consistent outreach and education, we provided guidance on newborn care, feeding, and recognizing warning signs, and connected her to local support groups and behavioral health resources. As trust developed, she became more comfortable asking questions and utilizing available services. Seeing her transition from uncertainty to confidence highlighted the importance of ongoing support, relationship-building, and meeting families where they are.

PFC received notice during our May 14 Monthly Family Connects International (FCI) TA call that our Family Connects program has met the metrics over a 6-month time period to be reviewed for certification. Our Certification Review with FCI will be on Friday, May 29. This milestone is a cooperative venture by PFC and 4C, our Nurse Partner for the program. Once the review is complete we will share the news and any next steps.

Sent on behalf of Marta Hester

Good afternoon,

Amy and I joined several of the NCPC Board members, in addition to the 501c4 Smart Start Advocates, for the NCPC Board Advocacy Day at the state legislature on Wednesday, May 13, 2026. We spent the morning meeting with legislators and sponsored an Italian ice stand in the afternoon while educating even more legislators, staff, and others about Smart Start's impact.

During our meeting with Representative Ray Pickett (Republican, District 93 – Alleghany, Ashe, Watauga), an update was provided on the status of the \$10 million Disaster Relief Funding to NCPC to help the Western NC counties impacted by Hurricane Helene and the need for mental and behavioral health support for children and families. Senator David Craven (Republican, District 29 – Anson, Montgomery, Randolph, Richmond, and Union) pledged his support to vote for more Dolly Parton's Imagination Library Funding. Senator Jim Burgin (Republican, (District 12, Harnett, Lee, Sampson) reiterated his support for Tri-Share, increasing the child care subsidy market rate and establishing a statewide child care subsidy reimbursement rate floor and concerns about NC's infant and child mortality rate. Senator Michael Lee, (Republican, District 7 – New Hanover) expressed his continued support for Smart Start. These were just a few of the state legislators on Wednesday's itinerary. It was a rewarding and impactful day and grounded in the impactful work you do, day in and day out, for your communities.

STATE UPDATE

Budget Timeline and Process

The anticipated date for a state budget for release and a vote is between June 15 – 18, 2026. Senior Appropriation Chairs are currently meeting and have directed the Appropriation Chairs of the area-specific appropriation committees, such as the Appropriation Committee for Health and Human Services, to work on their sections of the budgets and provide final recommendations by the end of next week.

I understand the Senior Appropriation Chairs have already met with all Departmental Secretaries under Governor Stein to discuss the Governor's budget recommendations. The budget will be addressed first and proposed legislation afterward. The budget priority requiring the largest appropriation will be Medicaid Rebase.

House and Senate leadership have agreed already on a budget framework to include par raises for teachers, state employees, and reductions in the individual income tax rate without any revenue requirement.

- [NC lawmakers announce 'starting point' for a budget deal, after a year of negotiations :: WRAL.com](#)

House Bill 1086 Update

Representative Dean Arp, (Republican, District 29- Union) presented HB 1086: Child Care Initiative Reform/Study the House Health Committee on Tuesday, May 12, 2026. The proposed

legislation received a favorable report and was sent to the Appropriations Committee. Representative Arp advised the bill is supported by childcare business owners, NC Chamber, and NCPC. HB 1086 creates a career ready lead teacher program to allow workforce development and talent development; provides funding for mental and behavioral support for children, families and early care educators, examines possibilities for captive insurance, and updates the Smart Start bidding requirements. Please note the Smart Start Advocates are continuing to work with Rep. Arp regarding additional changes to the legislation, including the bidding requirements.

NCPC board members shared their stories about ECE and the challenges facing the field and families, and educated Senators while thanking House members signing on to this bill to help build momentum. Please encourage your board members to do the same.

ECE Advocates Shared Agenda

Senator Ralph Hise requested language that addresses waste, fraud, and accountability for child care funding. Although he advised NC does not have a problem, he believes his state legislators will be more interested in funding for a child care subsidy floor, if that language is included.

FEDERAL UPDATE

Administration for Children and Families (ACF) Child Care Reform

On Monday, May 11, 2026, the federal Department of Health and Human Services/ACF announced a child care reform package. The Administration also sent guidance letters for governors encouraging supports for stay-at-home parents, Friends, Family and Neighbor (FFN) providers, religious providers, and homeschooling families.

- [ACF Announces Child Care Reform Package to Address Affordability, Expand Access, and Strengthen Parental Choice | The Administration for Children and Families](#)
- [State Of Play: Rules and Regulations - First Five Years Fund](#)

Final Child Care and Development Block Grant (CCDBG) regulations and a proposed Head Start federal rules were also published on May 11, 2026: 1.) [Final Rule, Restoring Flexibility in the Child Care and Development Fund \(CCDF\)](#); and 2.) [Head Start Notice of Proposed Rulemaking \(NPRM\) Restoring Flexibility to Support Head Start Program Access](#).

The final CCDBG regulations:

- Rescinds the requirements to limit family co-payments to 7 percent of family income
- Rescinds the requirement to provide some direct services through grants or contracts
- Rescinds the requirement to pay providers prospectively, and
- Rescinds the requirement to pay providers based on enrollment.

Head Start Proposed Rule includes an opportunity to submit comments and includes the following:

- Proposes eliminating requirement for programs to develop or update a pay scale for all staff
- Proposes eliminating requirement to provide education staff with wages comparable to public preschool teachers
- Proposes eliminating requirement to provide all staff a salary sufficient to cover basic costs of living
- Proposes eliminating requirement to promote wage comparability across Head Start Preschool

- Proposes eliminating requirement to provide full-time staff with health care coverage, paid leave, and behavioral health services
- Proposes eliminating requirement to facilitate access to health care coverage for part-time staff
- Proposes eliminating requirement to facilitate access to child care subsidies and student loan forgiveness for eligible staff.

The deadline to comment on the Head Start rules is June 11, 2026, at [Federal Register :: Restoring Flexibility To Support Head Start Program Access](#).

RESEARCH AND RESOURCES

Food Research and Action Center (FRAC) launched a new monthly SNAP Matters newsletter dedicated to all things SNAP. [Sign up here](#) to receive monthly updates including legislative and regulatory updates and related news and resources.

2026 NC Child Fatality Report

The North Carolina Child Fatality Task released its 2026 annual report. The task force will hold a webinar to go over its latest data and recommendations on May 26, 2026

- [NC Child Fatality Task Force Annual Report](#)

Please see the attached legislative tracking report and continue your advocacy and education efforts in the days and weeks ahead as our work continues to support NC’s children, families and early childhood educators and to lift up the Smart Start Network Public Policy Agenda.

Thank you,

Marta



Marta T. Hester, M.A.
Director of Public Policy and Advocacy
984.221.1221

The North Carolina Partnership for Children
1100 Wake Forest Rd, Raleigh, NC 27604

Smart Start Network Bill Tracking Sheet (updated 5/15/26)
2026 Legislative Session

Bill Number and Title	Synopsis	Bill Sponsor(s)	Current Status
<p>House Bill 696 (Session Law 2026-1) Conference Report Medicaid & HHS Adjustments/Other Critical Needs</p>	<p>Appropriates \$319 million, nonrecurring for 2025-2026 to address the Medicaid shortfall as requested by Governor Stein and DHHS</p> <p>Directs Division of Health Benefits to develop a plan for improved health outcomes, program integrity, cost-savings, and efficiency measures in the Medicaid program and an annual accounting report of all improper Medicaid payments and expenditures to the state legislature.</p> <p>Requires DHHS to refer any applicant or recipient for which citizenship or satisfactory immigration status could not be verified to the U.S. Department of Homeland Security</p> <p>Requires the Office of the State Auditor (Auditor) to conduct a performance audit of the administration of the North Carolina Medicaid program</p> <p>Establishes the NC Blue Ribbon Commission on Public Education with members to be appointed by the Governor, House Speaker, and Senate President Pro Temp. The Commission will study the NC 's infrastructure and implementation of public education.</p> <p>Appropriates funds to the UNC Board of Governors (BOG) to be allocated to the State Education Assistance Authority (Authority) for recipients of scholarships for the children of wartime veterans and provides funding for several other state agencies.</p>	<p>Potts, Reeder, and Campbell</p>	<p>Session Law 2026-1 Signed into law by Governor Stein</p>

Smart Start Network Bill Tracking Sheet (updated 5/15/26)
2026 Legislative Session

Bill Number and Title	Synopsis	Bill Sponsor(s)	Current Status
Senate Bill 779 Medicaid Rebase	Appropriates \$319 million, nonrecurring for 2025-2026 to address the Medicaid shortfall in recurring funds/receipts, beginning with each year of the 2025-2027 fiscal biennium.	Adcock, Blue, Smith	Appropriations/Base Budget
Senate Bill 800 Zero-Based Budgeting	Beginning July 1, 2026, in each even-numbered year each State agency of the executive branch designated in a scheduled year, must prepare and submit to OSBM a zero-based budget plan for the fiscal biennium beginning July 1 of the following fiscal year.	Burgin, McInnis	Appropriations/Base Budget
Senate Bill 860 Nonprofit Fundraising Sales Tax Exemption	Provides a sales tax exemption for certain nonprofit entities, exempts diapers from sales tax, and other provisions. Applicable to NCPC and Smart Start Local Partnerships if/when this bill passes, NCPC will apply for a nonprofit sales tax exemption. The new exemption number will be shared with vendors to ensure they no longer charge sales tax on NCPC/LP purchases.	Burgin, Corbin, McInnis	Senate Rules and Operations
Senate Bill 904 Save SNAP Act	Appropriates funds to DHHS and counties to cover the loss of federal receipts for the administrative costs of SNAP and provides funding for a grant process to reduce the payment error rate for SNAP.	Murdock	Appropriations/Base Budget
Senate Bill 908 Janell Green Smith Maternal Health Acc. Act.	Recognizes maternal health initiatives and supports and expands licensure and recognition of midwives	Murdock	Appropriations/Base Budget
Senate Bill 909 The BUMP Act	Directs DHHS to provide free educational information and training on stillbirth prevention; and appropriates funds to launch a statewide "Count the Kicks" program.	Murdock	Appropriations/Base Budget

Smart Start Network Bill Tracking Sheet (updated 5/15/26)
2026 Legislative Session

Bill Number and Title	Synopsis	Bill Sponsor(s)	Current Status
Senate Bill 1015 Child Care Omnibus	Includes increasing child care subsidy rates/establishing rate floor; funding for child care stabilization grants; child care for child care providers pilot program; using state-owned property for child care centers for state employees ; establishing NC Child Care Finance Agency; amending child care laws to include definition for license-exempt family, friend, and neighbor providers; and other provisions.	Chitlik, Chaudhuri	Appropriations/Base Budget
Senate Bill 1042 Child Welfare/Foster Care/Child Care Funding	Provides additional funding for child welfare, foster care, and child care. Includes funds to extend Tri-Share and requests a plan be developed to implement a statewide child care subsidy reimbursement rate floor, and other provisions.	Burgin	Appropriations/Base Budget
Senate Bill 1051 Don't Zone Out Child Care	Protects the rights of homeowners and tenants to operate licensed family child care homes by limiting restrictions by homeowners associations, landlords, and local governments.	Burgin, Chaudhuri	Appropriations/Base Budget
Senate Bill 1052 Amend Child Care Definitions/FFN Providers	Adds a definition for license-exempt family, friend, and neighbor child care providers under the child care laws.	Chaudhuri, Burgin	Appropriations/Base Budget
Senate Bill 1053 Child Care Licensing Penalty Reform	Reduces the severity of the felony level and grants prosecutorial discretion in child care licensing violations.	Chaudhuri, Burgin	Appropriations/Base Budget
Senate Bill 1054 No Child Left Unfed	Requires DHHS to extend access to the federal child and adult care food program to child care providers operating licensed child care homes.	Chaudhuri, Burgin	Appropriations/Base Budget
House Bill 1071 SNAP Funding in Response to H.R. 1.	Appropriate Funds to DHHS and Counties to cover the loss of federal receipts for the administrative costs of the Federal Supplemental Nutrition Assistance Program (SNAP).	Lopez	House Rules, Calendar, and Operations

Smart Start Network Bill Tracking Sheet (updated 5/15/26)
2026 Legislative Session

Bill Number and Title	Synopsis	Bill Sponsor(s)	Current Status
House Bill 1066 Child Care Stabilization & Affordability Act	An act to permit opportunity scholarship funds to be awarded for prekindergarten; to make the Tri-Share Child Care Pilot Program permanent to include additional funding; to reenact the child care tax credit; to expand the early childhood education workforce; to streamline administrative requirements for child care providers; to utilize public facilities for child care; to clarify regulatory guidance for religious child care programs; to stabilize NC child care funding and benefits; and to enhance child care workforce compensation and benefits - (expand Child Care WAGE\$ and establish and administer a State-run group health coverage pool to make health benefit coverage available for purchase by eligible child care employers on behalf of their employees.)	Helfrich	House Rules, Calendar, and Operations
House Bill 1017 Sound Basic Education for Every Child	Includes \$419.6 Million, recurring for FY 2026-2027 for NCPC; Requires DCDEE to implement a policy to require all NC Pre-K lead teachers to have an appropriate State teaching license and to be paid according to the State public school salary schedule; and includes other programs and supports for children, families, and teachers.	von Haefen, Ball, Hawkins, Prather	House Rules, Calendar, and Operations
House Bill 1086 Child Care Initiative Funds/Reform/Study	Provides funding to NCPC to establish Career-Ready Lead Teacher Academies to provide alternative pathways to child care careers; Appropriates funding to NCPC to expand mental and behavioral health services for children, families and staff in child care facility settings; implements reforms regarding child care center administrators; studies the feasibility of providing liability insurance coverage for child care providers; and updates the bidding requirements for the Smart Start Network.	Arp	Passed Health Committee and now in Appropriations
House Bill 1148 Universal Pre-K	Appropriates additional funding for NC Pre-K	Johnson-Hostler	Appropriations

Smart Start Network Bill Tracking Sheet (updated 5/15/26)
2026 Legislative Session

Bill Number and Title	Synopsis	Bill Sponsor(s)	Current Status
House Bill 1158 Increase Market Rate/Rate Floor/Child Subsidy.	Increases child care subsidy rates to the seventy-fifth percentile of the 2023 market rate study, with automatic increases upon completion of subsequent new studies, to set a statewide rate floor, and to appropriate funds for those purposes.	Lofton	Appropriations
House Bill 1160 Reduce Parent Copays/Child Care Subsidy/Funds	Reduces parent copayments for subsidized child care and appropriates funds for that purpose.	Lofton	Appropriations
House Bill 1172 The Ciji Graham Act	Improves maternal health outcomes and reduces maternal health disparities in NC through the establishment of a high-risk pregnancy care navigation program, a pregnancy consultation hotline, a centralized clinical information hub for managing high-risk pregnancies, and standardized referral pathways for high-risk pregnancies; and appropriates funds to DHHS, Division of Public Health, for these purposes.	Johnson-Hostler	Appropriations
Senate Bill 907		Murdock, Applewhite, Robinson	Appropriations/Base Budget
House Bill 1195 MOMnibus 3.5.	Enacts the NC MOMnibus Act	Johnson-Hostler	House Rules, Calendar, and Operations
Senate Bill 906		Murdock	Appropriations/Base Budget
House Bill 1200 Tax-Free Family Essentials Act (Senate Bill 1029 is similar)	Exempts diapers, baby wipes, over-the-counter children's medication, prenatal vitamins, and feminine hygiene products from sales tax.	Schietzelt	Finance
House Bill 1206 Pregnant Workers Fairness Act/Funds	Eliminates discrimination and promote women's health and economic security by enacting the NC Pregnant Workers Fairness Act and appropriates funding for implementation.	Budd	Appropriations



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**
Division of Child Development and Early
Education

JOSH STEIN • Governor
DEVPUTTA SANGVAI • Secretary
CANDACE WITHERSPOON • Director

May 11, 2026

Mary Sonnenberg
Partnership for Children of Cumberland County
351 Wagoner Dr., Suite 200
Fayetteville, NC 28303

Dear Ms. Sonnenberg:

The NC Division of Child Development and Early Education (DCDEE) performed a fiscal and programmatic review of Partnership for Children of Cumberland County under Contract #48585. Monitoring personnel performed a sample review of eligibility, fiscal and programmatic files with supporting documentation to determine contractor compliance with the NC Pre-K Program Requirements and Guidance Manual and the NC Pre-K Fiscal and Programmatic Monitoring Worksheet for State Fiscal Year 2025-2026.

Fiscal Summary: DCDEE reviewed a sampling of monthly expenditures. There were no issues identified from the samples examined.

Eligibility Summary: DCDEE reviewed a sampling of student eligibility files. There were no issues identified from the samples examined.

Attendance Summary: DCDEE reviewed a sampling of classroom attendance records and contractor monthly attendance reports. There were no issues identified from the samples examined.

Programmatic Summary: DCDEE reviewed and verified NC Pre-K committee minutes, membership, meeting requirements, conflict of interest signed statements, Section 1 signatures of County Plan and required written plans. Site monitoring efforts were reviewed and required completion of monitoring tools were verified. There were no issues identified from the items examined.

Respectfully Submitted,

Paige Cannon

Paige Cannon
DCDEE Monitoring & Compliance Unit

CC: Candace Witherspoon *CW*
DCDEE Director

NC DEPARTMENT OF HEALTH AND HUMAN SERVICES • DIVISION OF CHILD DEVELOPMENT AND EARLY EDUCATION

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AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

Family Connects Community Advisory Committee

Updates and Recommendations

Virtual Meeting – May 5th, 2026

Official Recommendation of the Community Advisory Committee to the Board:

- None

Program updates (since implementation on 10/4/2021):

- Liz discussed the demographics and data reporting of the FCI data report (KPI)

Community Discussion Points:

We discussed the data and shared community updates. The discussion centered on challenges facing our IDD population of parents and the services they can access.

The next meeting is scheduled via Zoom for August 4th, 2026.

Community Engagement Committee – Board Packet Recommendations

Meeting Date: May 7, 2026

Purpose: To inform the Board of Directors of key Community Engagement Committee recommendations for FY 2026–2027.

Executive Summary

The Community Engagement Committee recommends a focused set of strategies to strengthen visibility, improve board and committee engagement, enhance storytelling capacity, and align community engagement efforts with major events and long-term sustainability goals. These recommendations translate recent committee discussions into actionable priorities to support the Partnership’s strategic pillars.

1. Visibility & Public Awareness

Recommendation: Adopt coordinated, low-lift strategies to increase awareness of programs, events, and community impact.

Key Recommendations:

- Create a **monthly or quarterly community engagement calendar** highlighting:
 - Community and partner events
 - Board and staff outreach opportunities
- Pilot **short testimonial-style videos** featuring board members, parents, and stakeholders sharing why they support the Partnership and mission.
- Strengthen **blog and PR efforts** with short, shareable stories aligned to strategic priorities

Board Value: Increased brand visibility and broader amplification through board and partner networks.

2. Board & Committee Engagement

Recommendation: Provide clearer and more accessible ways for board and committee members to participate in community-facing work.

Key Recommendations:

- Launch a **Board Bulletin** to share updates, stories, and engagement opportunities between meetings
- Collaborate with the **Board Development Committee** to:

- Identify board member strengths and interests
- Encourage cross-committee engagement
- Encourage board member participation in select community events and content sharing

Board Value: Stronger alignment between governance and community presence; increased board ambassadorship.

- ---

3. Storytelling & Content Systems

Recommendation: Develop sustainable processes for sharing impact stories without increasing staff burden.

Key Recommendations:

- Share content creation responsibilities across staff and committees when appropriate
- Collect from Planning and Evaluation:
 - Program highlights
 - Parent and provider stories
- Share monthly program tips from resident experts or impact stories for use across platforms

Board Value: Consistent, human-centered storytelling that demonstrates impact and stewardship.

- ---

4. Strategic Network Mapping

Recommendation: Use network mapping to intentionally expand reach, particularly within business and civic communities.

Key Recommendations:

- Convene **workgroup meeting during summer months** to map relationships and identify engagement gaps
- Use findings to inform outreach, sponsorship development, and invitation strategies

Board Value: More intentional relationship-building and strategic visibility.

- ---

5. Alignment with Key Events

Recommendation: Use major events as anchors for engagement, fundraising, and storytelling.

Priority Events:

- Grilled Cheese Festival (November)

- Kindness Awards (September)
- Little Land and related family engagement events
- Literacy initiatives, including Dolly Parton’s Imagination Library stemming from [the](#) Literacy Council

Board Value: Integrated event strategy that supports revenue, partnerships, and mission awareness.

6. Sustainability & Stewardship Alignment

Recommendation: Ensure community engagement messaging aligns with long-term sustainability planning.

Key Recommendations:

- Clearly document and communicate use of restricted funds when applicable
- Maintain transparency around facilities planning and long-term asset strategy

Board Value: Reinforces trust, accountability, and responsible stewardship.

Next Steps for Board Awareness

- Finalize and distribute sponsorship and vendor materials for upcoming events to guide appropriate/potential sponsorship asks
- Share initial community engagement calendar with the CED Committee
- Circulate a high-level communications strategy outline for feedback from [the](#) CED Committee
- Schedule and conduct the summer workgroup – Date TBD

-
- *Submitted by the Community Engagement Committee for inclusion in the Board Packet (FY 2026–2027).*

Partnership for Children of Cumberland County

DRAFT Board & Committee Meeting Calendar (with Professional Conferences) FY 2026/2027

All meetings to be held at the Partnership for Children Resource Center and/or Virtual unless otherwise noted

	Family Connects	CED	CCR&R	Planning & Evaluation	Human Resource	Facility & Tenant	Finance	Board Development	Executive	Board of Directors	North Carolina Pre-Kindergarten
Support Staff	<i>Elizabeth Simpler</i>	<i>Daniele Malvesti Petti</i>	<i>Tamiko Colvin</i>	<i>Steven Gipson</i>	<i>Anthony Ramos</i>	<i>Carolyn Hardy</i>	<i>Belinda Gainey</i>	<i>Belinda Gainey</i>	<i>Belinda Gainey</i>	<i>Belinda Gainey</i>	<i>Belinda Gainey</i>
Chair	<i>Brenda Jackson</i>	<i>Maybelyn Rodriguez Laureano</i>	Dr. Rondell Bennett	<i>Felicia Tyson-Johnson</i>	<i>Lonnie Ballard</i>	<i>Joe Deaton</i>	<i>Betty Smith</i>	<i>Darlisha Warren</i>	<i>Dr. Patricia Fecher</i>	<i>Dr. Patricia Fecher</i>	<i>Co-Chair: Dr. Eric Bracy or Maria Ford</i>
Frequency	1 st Tuesday Quarterly	1 st Thursday Bi-Monthly	2 nd Thursday Quarterly	1 st Tuesday Bi-Monthly	3 rd Tuesday Quarterly	3 rd Monday Monthly	3 rd Thursday Bi-Monthly	2 nd Wednesday Bi-Monthly	Last Thursday Bi-Monthly Opposite Board	Last Thursday Bi-Monthly	Last Thursday Bi-Monthly after Board Mtg (Includes PFC Board)
Time	3:00pm-4:00pm	8:30am-10:30am	9:00am-11:00am	1:00pm-3:00pm	12:30pm-2:00pm	11:30am-1:00pm	1:00pm-3:00pm	9:00am-10:30am	9:00am-11:00am	12:30pm-2:00pm	12:00pm – 12:30pm
July 2026						7/20/26			7/30/26		
August	8/4/26	8/6/26		8/4/26	8/18/26	8/17/26	8/20/26			8/27/26	8/27/26
September			9/10/26			9/21/26		9/9/26	9/24/26		
October		10/1/26		10/6/26		10/19/26	10/15/26			10/29/26	10/29/26
November	11/3/26		11/12/26		11/17/26	11/16/26		11/4/26*	11/19/26*		
December				12/1/26		12/14/26*				12/17/26*	12/17/26*
January 2027		1/14/27*		1/12/27* 1:00-4:00pm		1/11/27*	1/21/27	1/13/27	1/28/27		
February	2/2/27		2/11/27	2/2/27 1:00-5:00pm	2/16/27	2/15/27				2/25/27	2/25/27
March		3/4/27		3/2/27* 1:00-5:00pm		3/15/27	3/11/27*	3/10/27	3/18/27*		
April				4/6/27		4/19/27				4/29/27*	4/29/27*
May	5/4/27	5/6/27			5/18/27	5/17/27	5/13/27*	5/12/27	5/20/27*		
June			6/3/27*	6/1/27		6/7/27*				6/10/27*	6/10/27*

*Denotes not on a regular scheduled date

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY, INC.

FOOTNOTES FOR FINANCIAL REPORTS

April 30, 2026

FOOTNOTES - BALANCE SHEET

A. The cash accounts at April 30, 2026 total \$1,637,436.70.

- Included in the cash balance amount are the following investment vehicles:

Description	Investment Type	Current Amount – CASH BASIS	Term (months)	Maturity Date	Interest Rate	Annual Percentage Yield
PNC Bank	Money Market	\$6,814.72	n/a	n/a	n/a	2.78%
First Bank	Money Market	\$106,801.00	n/a	n/a	3.50%	3.56%
Morgan Stanley	E*TRADE	\$118,000.00	n/a	n/a	n/a	n/a
Cumberland Community Foundation	Beneficial Interest in Endowment Fund	\$31,384.00	n/a	n/a	n/a	n/a
TOTAL		\$262,999.72				

B. Employee advances for travel [mileage, meals, and hotel], were provided during April 2026 for attendance at the national Smart Start Conference in Greensboro, NC from May 4 – 7, 2026. The advances will be recouped from staff in May 2026 after the conference has ended.

C. Employees’ payroll deductions at April 30, 2026 from the current month and from prior months total \$934.88. The pre-funded amounts of \$8,700 for HRA and \$741 for FSA for the 2025-2026 plan year were drafted by Blue Cross and Blue Shield on May 28, 2025. These amounts were reimbursed to PFC on September 22, 2025. The employee withholding accounts are reconciled on a monthly basis and at yearend to ensure that the correct amounts are being accounted for as required by NCPC.

FOOTNOTES - BALANCE SHEET

April 30, 2026

- D. Per Board approval, an endowment fund was established on June 29, 2012 with the Cumberland Community Foundation, Inc. with an initial amount of \$25,000.00. Since this amount is an irrevocable gift of assets, it is classified as a permanently restricted net asset for accounting purposes. It is also classified as a “Beneficial Interest in Community Foundation” in the Assets section of the Balance Sheet.

NCPC defines permanently restricted net assets as “used to classify assets that have donor-imposed stipulations that neither expire with time nor can be fulfilled or removed by actions of the organization. An example would be an endowment fund whereby the principal is maintained for investment purposes and the interest earnings may be available for use. This FASB code is rarely used.”

Additional funds totaling \$4,732.00 was added to the endowment as of June 30, 2013. The Partnership made an additional deposit of \$768.00 to the endowment in September 2014. The Partnership also made an additional deposit of \$666.00 to the endowment in July 2015. During January 2016, additional deposits totaling \$218.00 were received for the endowment. This amount was transferred to the Foundation in February 2016. The total contributions from the Partnership to the endowment, including these funds, are now a total of \$31,384.00. There were no additional funds added to this endowment during the 2016-2017 fiscal year, through the current date.

FOOTNOTES - SMART START GRANT SPREADSHEET

SERVICES (In-House Activities): The Smart Start funds for all of the Services budgets were in contract at 100% as of July 1, 2025. On November 18, 2025, NCPC notified PFC that the \$214,209 of Services funds was available for contracting. PFC reviewed all Smart Start budgets and determined to add \$194,209 to the CCR&R budget so that the full amount reverted funds could be placed into contract. This amount was effective December 31, 2025. An amended budget decrease CCR&R [\$200,836] was approved by the Board on February 26, 2026 and was submitted to NCPC to be effective February 28, 2026. A budget reduction of \$3,495 for Kaleidoscope Play and Learn will be effective for May 15, 2026.

DIRECT SERVICE PROVIDERS: The Smart Start funds for the Direct Service Providers (DSPs) budgets were in contract at 100% as of July 1, 2025. On November 18, 2025, NCPC notified PFC that the \$214,209 of Services funds was available for contracting. PFC reviewed all Smart Start budgets and determined to add \$20,000 to the United Way of Cumberland County’s Dolly Parton’s Imagination Library [DPIL] budget. This amount was effective December 31, 2025. Amended budget increases for WAGE\$ [\$165,000], CCHC [\$11,000], DPIL [\$15,000], FTCC TANF [\$8,836], and FTCC Support [\$1,000] were approved by the Board on February 26, 2026 and were submitted to NCPC to be effective February 28, 2026. A budget reduction of \$505 for FTCC Subsidy Support, and a budget increase of \$4,000 for FTCC Subsidy TANF will be effective for May 15, 2026.

ADMINISTRATION: The Smart Start funds for the Administration budget were in contract at 100% as of July 1, 2025.

Partnership for Children of Cumberland County, Inc.
Balance Sheet
4/30/2026

Assets

Bank of America Checking Account	\$ 1,371,030.22	} A
First Bank - [for construction transactions]	3,006.76	
PNC Bank - Money Market Reserve	6,814.72	
First Bank - Money Market Reserve	106,801.00	
Morgan Stanley E*TRADE Account	118,000.00	
Petty Cash, Change Funds, Undeposited Receipts	400.00	
Beneficial Interest in Community Foundation	31,384.00	
Employee Advances (for travel)	6,522.10	} B
Total Assets	1,643,958.80	

Liabilities and Net Assets

Forfeited FSA and HRA Pre-Funding	(654.41)	} C
Health Insurance Payable	0.26	
Flex-Spending Payable	110.94	
AFLAC Payable	0.72	
Supplemental Life Insurance	(378.73)	
Legal Shield Payable	(13.66)	
Tenant Security Deposits	30,060.03	
Unrestricted Net Assets	707,038.26	
Temporarily Restricted Net Assets	56,437.00	
Permanently Restricted Net Assets	31,384.00	} D
Excess Revenues over (under) Expenditures	819,974.39	
Total Liabilities and Net Assets	\$ 1,643,958.80	

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY, INC. - SMART START GRANT - FY 2025 - 2026

FY 25/26 SMART START 100% ALLOCATION [INCLUDING prior year Carry Forward]	\$7,046,687
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TOTAL ALLOCATION FOR ADMINISTRATION ----->	\$425,611
FY 25/26 Smart Start Admin Base Allocation	\$397,185
FYE22 & FYE23 New Recurring Funds :	\$28,426

TOTAL ALLOCATION FOR SERVICES ----->	\$6,621,076
FY 25/26 Smart Start Services Base Allocation	\$6,175,862
Carryforward SERVICES Funds from FY24/25 to be used in FY25/26 [Effective 11-18-2025]	\$214,209
FYE22 & FYE23 New Recurring Funds :	\$231,005

AS OF April 30, 2026

Only items highlighted in Yellow will be discussed.

		EXPENDITURES							AS OF April 30, 2026			
		5/15/2026	Advances	February	March	April	Y-T-D	Remaining Budget	% of Budget Expended	% of Available Funds		
Activity	Agency	Budget										
Early Care & Education Subsidy - TANF Only												
1	Subsidized Child Care	Dept. of Social Services	\$ 2,531,000.00		\$ 195,349.00	\$ 164,989.00	\$ 131,326.00	\$ 2,141,668.00	\$ 389,332.00	85%	15%	
2	Child Care Scholarships	Fayetteville Tech. Com. College	\$ 330,836.00		\$ 29,582.58	\$ 31,913.13	\$ 31,354.63	\$ 266,204.90	\$ 64,631.10	80%	20%	
		ECE Subsidy TANF Total:	43%	\$ 2,861,836.00	\$ -	\$ 224,931.58	\$ 196,902.13	\$ 162,680.63	\$ 2,407,872.90	\$ 453,963.10	84%	
		Minimum of 39% Required										
Early Care & Education Subsidy - Administration												
3	Subsidy Support Staff	Dept. of Social Services	\$ 176,000.00		\$ 1,504.52	\$ -	\$ -	\$ 176,000.00	\$ -	100%	0%	
4	Child Care Scholarship - Admin Support	Fayetteville Tech. Com. College	\$ 58,380.00		\$ 4,698.26	\$ 4,763.51	\$ 4,733.97	\$ 42,349.71	\$ 16,030.29	73%	27%	
		ECE Subsidy Support Total	4%	\$ 234,380.00	\$ -	\$ 6,202.78	\$ 4,763.51	\$ 4,733.97	\$ 218,349.71	\$ 16,030.29	93%	
Early Care & Education Quality & Affordability												
5	CCR&R - Core Services	IH Partnership for Children	\$ 799,158.00		\$ 40,788.39	\$ 51,165.82	\$ 41,388.03	\$ 507,392.36	\$ 291,765.64	63%	37%	
6	WAGE\$	Child Care Svcs. Association	\$ 730,000.00		\$ 161,644.24	\$ 31,298.08	\$ 180,655.27	\$ 648,937.53	\$ 81,062.47	89%	11%	
7	CCR&R - Lending Library	IH Partnership for Children	\$ 76,600.00		\$ 3,513.81	\$ 4,097.79	\$ 3,437.30	\$ 42,716.65	\$ 33,883.35	56%	44%	
		ECE Quality Total:	24%	\$ 1,605,758.00	\$ -	\$ 205,946.44	\$ 86,561.69	\$ 225,480.60	\$ 1,199,046.54	\$ 406,711.46	75%	
		Minimum of 70% Total Required	74%									
Health and Safety												
8	Child Care Health Consultant	Cumberland County Health Department	\$ 210,340.00	\$ -	\$ 15,951.40	\$ 16,305.16	\$ 16,543.09	\$ 168,200.40	\$ 42,139.60	80%	20%	
9	Family Connects	IH Partnership for Children	\$ 647,357.00	\$ -	\$ 18,763.57	\$ 22,656.34	\$ 21,676.77	\$ 300,379.31	\$ 346,977.69	46%	54%	
		Health & Safety Total:	10%	\$ 857,697.00	\$ -	\$ 34,714.97	\$ 38,961.50	\$ 38,219.86	\$ 468,579.71	\$ 389,117.29	55%	

PARTNERSHIP FOR CHILDREN OF CUMBERLAND COUNTY, INC. - SMART START GRANT - FY 2025 - 2026

FY 25/26 SMART START 100% ALLOCATION [INCLUDING prior year Carry Forward]	\$7,046,687
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Carryforward SERVICES Funds from FY24/25 to be used in FY25/26 [Effective 11-18-2025]	\$214,209
FYE22 & FYE23 New Recurring Funds :	\$231,005

AS OF April 30, 2026

Only items highlighted in Yellow will be discussed.

Activity	Agency	5/15/2026	EXPENDITURES						Remaining Budget	If monthly spending was equal, at month-end, the percentages should be:	
			Budget	Advances	February	March	April	Y-T-D		83% % of Budget Expended	17% % of Available Funds
Family Support											
10	Kaleidoscope Play and Learn	IH Partnership for Children	\$ 38,505.00	\$ -	\$ 113.36	\$ 2,512.32	\$ 724.15	\$ 8,037.64	\$ 30,467.36	21%	79%
11	Community Engagement & Resource Development	IH Partnership for Children	\$ 589,100.00	\$ -	\$ 28,470.71	\$ 52,416.06	\$ 42,282.65	\$ 291,508.43	\$ 297,591.57	49%	51%
12	Dolly Parton Imagination Library - RETURNED AS A DSP at 07-01-25	United Way of Cumberland County, Inc.	\$ 45,000.00	\$ -	\$ 4,027.92	\$ 6,086.80	\$ -	\$ 20,512.72	\$ 24,487.28	46%	54%
	Family Support Total:		10% \$ 672,605.00	\$ -	\$ 32,611.99	\$ 61,015.18	\$ 43,006.80	\$ 320,058.79	\$ 352,546.21	48%	
System Support											
13	P&E - Planning & Evaluation	IH Partnership for Children	\$ 387,800.00		\$ 27,989.45	\$ 29,825.94	\$ 29,356.46	\$ 266,324.22	\$ 121,475.78	69%	31%
	System Support Total:		6% \$ 387,800.00	\$ -	\$ 27,989.45	\$ 29,825.94	\$ 29,356.46	\$ 266,324.22	\$ 121,475.78		
	Total of Approved SERVICES Projects:		\$ 6,620,076.00	\$ -	\$ 532,397.21	\$ 418,029.95	\$ 503,478.32	\$ 4,880,231.87	\$ 1,739,844.13		
14	Administration	IH Partnership for Children	6% \$ 425,611.00	\$ -	\$ 33,585.19	\$ 31,374.83	\$ 39,964.37	\$ 356,030.33	\$ 69,580.67	84%	16%
	Total Administration		\$425,611.00								
	Unallocated Smart Start SERVICES Funds		\$ (1,000.00)								
	Unallocated Smart Start ADMINISTRATION Funds		\$ -								
	Total Smart Start Funds Expended		\$ -	\$ -	\$ 565,982.40	\$ 449,404.78	\$ 543,442.69	\$ 5,236,262.20			
	Total Allocated Smart Start Funds Remaining								\$ 1,809,424.80	26% unspent	

Partnership for Children of Cumberland County, Inc. - NC PRE-KINDERGARTEN GRANT

Fiscal Year 2025 / 2026

LEGEND	
12/31/2025	Internal Budget Adjustments
1/30/2026	Budget Increase per Amendment #1
3/31/2026	Internal Budget Adjustments

FY 25/26 Revenues per Contract	
\$ 8,931,970	NC Pre-k Grant Payments to Providers [Fund 206, Fund 210, Fund 319]
\$ -	
\$ 174,963	2% CCDF Quality/Admin Funds [Fund 328]
\$ -	2% CCDF ARPA Admin Funds [Fund 314]
\$ 673,574	6% Administrative Funds [Fund 211]
\$ 9,780,507	Total NC Pre-k Grant

as of APRIL 2026	
SHOULD BE	
83%	17%

		FY 25/26 Budget							Remaining	% of	% of
Activity		1/30/2026	February	March	April	Y-T-D	Budget	Budget Expended	Available Funds		
211	3323-999 Administrative Operations	AMENDMENT #1 EFF: 1-30-26 \$277,478	\$ 10,484.76	\$ 36,320.49	\$ 20,491.67	\$ 205,272.88	\$ 72,205.12	74%	26%		
	3323-001 CCR&R - Core	INCREASE: \$166,134 \$78,545	\$ 4,981.07	\$ 6,794.60	\$ 9,917.15	\$ 65,972.00	\$ 12,573.00	84%	16%		
	3323-017 NC Pre-k Coordination (In-Direct)	\$317,551	\$ 25,261.10	\$ 24,184.29	\$ 26,019.60	\$ 250,610.82	\$ 66,940.18	79%	21%		
	Fund 211 Sub-Total	\$ 673,574.00	\$ 40,726.93	\$ 67,299.38	\$ 56,428.42	\$ 521,855.70	\$ 151,718.30	77%	23%		
206	2342-015 NC Pre-k Subsidy (Direct - Child Reimbursement) - State Funds	\$688,756	\$ -	\$ -	\$ -	\$ -	\$ 688,756.00	0%	100%		
	2348-015 NC Pre-K Non-TANF/CCDF - State Funds	\$254,745	\$ -	\$ -	\$ -	\$ -	\$ 254,745.00	0%	100%		
	Fund 206 Sub-Total	\$ 943,501.00	\$ -	\$ -	\$ -	\$ -	\$ 943,501.00	0%	100%		
210	2342-015 NC Pre-k Subsidy (Direct - Child Reimbursement) - State Funds	\$3,343,434	\$ 651,399.00	\$ 632,584.00	\$ 600,104.00	\$ 2,507,922.00	\$ 835,512.00	75%	25%		
	2348-015 NC Pre-K Non-TANF/CCDF - State Funds	\$1,236,613	\$ 197,716.00	\$ 192,607.00	\$ 185,695.00	\$ 770,782.00	\$ 465,831.00	62%	38%		
	Fund 210 Sub-Total	\$ 4,580,047.00	\$ 849,115.00	\$ 825,191.00	\$ 785,799.00	\$ 3,278,704.00	\$ 1,301,343.00	72%	28%		
319	2342-015 NC Pre-k Subsidy TANF (Direct - Child Reimbursement) - Federal Funds	\$2,610,494	\$ -	\$ -	\$ -	\$ 2,431,594.00	\$ 178,900.00	93%	7%		
	2348-015 NC Pre-K Non-TANF/CCDF - Federal Funds	\$797,928	\$ -	\$ -	\$ -	\$ 763,416.00	\$ 34,512.00	96%	4%		
	Fund 319 Sub-Total	\$ 3,408,422.00	\$ -	\$ -	\$ -	\$ 3,195,010.00	\$ 213,412.00	94%	6%		
328	3323-017 NC Pre-K CCDF Quality Funds-ADMIN-Federal Funds	\$121,000	\$ 8,154.29	\$ 14,143.76	\$ 12,576.13	\$104,364.47	\$16,635.53	86%	14%		
328	3323-999 NC Pre-K CCDF Quality Funds-Administrative Operations	\$53,963	\$ 22,252.51	\$ 5,167.59	\$ -	\$ 52,221.01	\$ 1,741.99	97%	3%		
	Fund 328 Sub-Total	\$ 174,963.00	\$ 30,406.80	\$ 19,311.35	\$ 12,576.13	\$ 156,585.48	\$ 18,377.52	89%	11%		

Total Budget Remaining \$ 2,628,351.82

Unallocated NC Pre-k Revenues \$ -

Partnership for Children of Cumberland County, Inc. - NC PRE-KINDERGARTEN GRANT

Fiscal Year 2025 / 2026

LEGEND	
12/31/2025	Internal Budget Adjustments
1/30/2026	Budget Increase per Amendment #1
3/31/2026	Internal Budget Adjustments

FY 25/26 Revenues per Contract	
\$ 8,931,970	NC Pre-k Grant Payments to Providers [Fund 206, Fund 210, Fund 319]
\$ -	
\$ 174,963	2% CCDF Quality/Admin Funds [Fund 328]
\$ -	2% CCDF ARPA Admin Funds [Fund 314]
\$ 673,574	6% Administrative Funds [Fund 211]
\$ 9,780,507	Total NC Pre-k Grant

as of APRIL 2026	
SHOULD BE	
83%	17%

Activity	FY 25/26 Budget				Remaining Budget	% of Budget Expended	% of Available Funds
	1/30/2026	February	March	April			
	Y-T-D						
Total NC Pre-k Grant Expended				\$ 920,248.73	\$ 911,801.73	\$ 854,803.55	\$ 7,152,155.18
Total State Funds	\$ 6,197,122.00						
Total Federal Funds	\$ 3,583,385.00						
Total NC Pre-K Grant	\$ 9,780,507.00						

Partnership for Children of Cumberland County, Inc.

Internal Adjustment

TOTAL FY 2025 - 2026 REGION 5 LEAD AGENCY ALLOCATION **\$477,685.85**

FY 2025 - 2026 15% Overhead / Administration Allocation **\$56,604.04**

FY 2025 - 2026 Program/Services Allocation **\$421,081.81**

FUND	PSC	AC	Activity	EXPENDITURES					as of April 30, 2026			
				12/01/25	February	March	April	Y-T-D	Remaining Budget	83%	17%	
				Budget						% of Budget Expended	% of Available Funds	
307	3104	001	Region 5 Lead Agency - Core Services	\$ 358,855.81	\$ 18,186.46	\$ 26,901.14	\$ 21,956.16	\$ 211,495.90	\$ 147,359.91	59%	41%	
			12M Extension GRANT ENDS JUNE 30, 2026									
307	3104	196	Core Services - 15% Overhead/Administration for CCR&R	\$ 2,235.00	\$ 218.78	\$ 190.21	\$ 152.11	\$ 1,896.28	\$ 338.72	85%	15%	
307	9100	196	Core Services - 15% Overhead/Administration for Admin Ops	\$ 54,369.04	\$ 2,465.53	\$ 3,904.28	\$ 4,899.17	\$ 32,927.99	\$ 21,441.05	61%	39%	
307	3104	301	Contracts & Grants - Anson County	\$ 9,954.00	\$ -	\$ -	\$ 9,954.00	\$ 9,954.00	\$ -	100%	0%	
307	3104	303	Contracts & Grants - Montgomery County	\$ 8,345.00	\$ -	\$ -	\$ -	\$ -	\$ 8,345.00	0%	100%	
307	3104	304	Contracts & Grants - Moore County	\$ 29,399.00	\$ 2,449.95	\$ 6,124.68	\$ 6,124.67	\$ 29,399.00	\$ -	100%	0%	
307	3104	305	Contracts & Grants - Richmond County	\$ 14,528.00	\$ -	\$ -	\$ -	\$ -	\$ 14,528.00	0%	100%	
				\$ 477,685.85	\$ 23,320.72	\$ 37,120.31	\$ 43,086.11	\$ 285,673.17	\$ 192,012.68	60%	40%	
									\$ 192,012.68			
					Total Allocated DCD Funds Remaining					\$ 192,012.68		
			Summary for 15% Overhead / Administration	PFC	\$ 56,604.04	\$ 2,684.31	\$ 4,094.49	\$ 5,051.28	\$ 34,824.27	\$ 21,779.77	62%	38%

Partnership for Children of Cumberland County, Inc.

All Funding Sources
Fiscal Year 2025 - 2026

ONLY THE HIGHLIGHTED FUNDING STREAMS NEED TO BE DISCUSSED.

FUND CODE		July 1, 2025 Beginning Cash Balance	Receipts				Expenditures				Ending Cash Balance
			February	March	April	YTD	February	March	April	YTD	
RESTRICTED FUNDS											
NC PRE-KINDERGARTEN FUNDS											
206	NC Pre-K Grant - State Funds (per child) FROM FY22-23	\$ 56,437.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 56,437.00
206	NC Pre-K Grant - State Funds (per child)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
210	NC Pre-K Expansion Grant - Lottery Funds - STATE FUNDS	\$ -	\$ 818,599.00	\$ 1,660,868.00	\$ 785,799.00	\$ 3,265,266.00	\$ 849,115.00	\$ 825,191.00	\$ 785,799.00	\$ 3,278,704.00	\$ (13,438.00)
210	1/10 CASH PAYMENT from DCDEE -NC Pre-K Grant	\$ -	\$ 849,115.00	\$ -	\$ (799,460.00)	\$ 49,655.00	\$ -	\$ -	\$ -	\$ -	\$ 49,655.00
211	NC Pre-K Grant - 4% Admin Fees	\$ -	\$ 46,861.21	\$ 77,310.46	\$ 71,386.78	\$ 390,133.02	\$ 40,726.93	\$ 67,299.38	\$ 58,233.12	\$ 523,660.40	\$ (133,527.38)
319	NC Pre-K Grant (per slot) - Federal Funds	\$ -	\$ 12,942.00	\$ -	\$ 13,661.00	\$ 3,222,453.00	\$ -	\$ -	\$ -	\$ 3,195,010.00	\$ 27,443.00
319	1/10 CASH ADVANCE from DCDEE -NC Pre-K Grant	\$ -	\$ (849,115.00)	\$ -	\$ -	\$ 44,082.00	\$ -	\$ -	\$ -	\$ -	\$ 44,082.00
328	NC Pre-K Grant CCDF Quality Funds-Federal Funds	\$ -	\$ 9,834.75	\$ 65,070.83	\$ 14,143.76	\$ 142,735.52	\$ 30,406.80	\$ 19,311.35	\$ 12,962.03	\$ 156,971.38	\$ (14,235.86)
	Sub-total for NC Pre-K	\$ 56,437.00								Sub-total	\$ 16,415.76
FEDERAL RESTRICTED FUNDS											
307	DCD Grant - SWCDC	\$ (63,923.34)	\$ 17,541.16	\$ 20,579.71	\$ 31,391.06	\$ 293,028.29	\$ 23,320.72	\$ 37,120.31	\$ 44,208.21	\$ 286,795.27	\$ (57,690.32)
312	Region 5 - Birth to 3 [Infant/Toddler] 08/01/2025 - 01/31/2026	\$ (32,311.30)	\$ -	\$ -	\$ -	\$ 107,466.31	\$ -	\$ -	\$ -	\$ 75,155.01	\$ -
313	Region 5 - Healthy Social Behavior 07/01/2025 - 12/31/2025	\$ (36,884.71)	\$ -	\$ -	\$ -	\$ 112,069.23	\$ -	\$ -	\$ -	\$ 75,184.52	\$ -
335 - YEAR 2	Region 5 - Family Child Care Project [02/15/2024 - 06/30/2025] NOT RENEWING AFTER 06-30-2025	\$ (17,627.31)	\$ -	\$ -	\$ -	\$ 17,627.31	\$ -	\$ -	\$ -	\$ -	\$ -
333	FEDERAL - City of Fayetteville ARPA Grant \$400,000 Revenue Replacement [12/01/2024 - 12/30/2026]	\$ -	\$ -	\$ 3,342.71	\$ -	\$ 83,315.59	\$ 26.95	\$ 28,050.00	\$ 63,228.00	\$ 174,620.54	\$ (91,304.95)
334	FEDERAL - City of Fayetteville CDBG Grant \$250,000 for Phase III [06/15/2023 - 06/30/2026]	\$ -	\$ 87,109.62	\$ -	\$ 127,450.38	\$ 215,000.00	\$ 400.00	\$ -	\$ 127,050.38	\$ 215,000.00	\$ -
337	FEDERAL - SWCDC Additional Core Funds Grant [10/01/2025 - 12/01/2025]	\$ -	\$ -	\$ 1,139.68	\$ -	\$ 1,139.68	\$ -	\$ -	\$ -	\$ 1,139.68	\$ -
807	Region 5 - Program Income	\$ -	\$ -	\$ 315.00	\$ -	\$ 2,027.77	\$ -	\$ 1,056.75	\$ 598.75	\$ 1,770.52	\$ 257.25
	Sub-total for Federal Restricted	\$ (150,746.66)								Sub-total	\$ (148,738.02)
SMART START AND RELATED FUNDS											
157	Smart Start - Admin. (FY 24/25)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
158	Smart Start - Services (FY 24/25)	\$ 68,243.04	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 68,243.04	\$ -
159	Smart Start - Admin. (FY 25/26)	\$ -	\$ 73,759.00	\$ 40,433.00	\$ 34,049.00	\$ 378,794.00	\$ 33,585.19	\$ 31,374.83	\$ 39,964.37	\$ 356,030.33	\$ 22,763.67
160	Smart Start - Services (FY 25/26)	\$ -	\$ 616,432.00	\$ 264,513.00	\$ 254,726.00	\$ 2,633,828.00	\$ 179,920.45	\$ 219,852.43	\$ 201,143.36	\$ 1,864,204.05	\$ 769,623.95
201	MAC SS Grant (Accting/Contracting)	\$ -	\$ 26,740.00	\$ -	\$ -	\$ 80,220.00	\$ 8,886.35	\$ 9,177.44	\$ 7,549.42	\$ 88,628.23	\$ (8,408.23)
801	Program Income (SS Related)	\$ 69,101.08	\$ 6,506.86	\$ 5,247.49	\$ 6,527.47	\$ 54,946.47	\$ 157.97	\$ 136.59	\$ 132.69	\$ 68,183.48	\$ 55,864.07
	Sub-total for Smart Start & Related	\$ 137,344.12								Sub-total	\$ 68,843.46

Partnership for Children of Cumberland County, Inc.

All Funding Sources
Fiscal Year 2025 - 2026

ONLY THE HIGHLIGHTED FUNDING STREAMS NEED TO BE DISCUSSED.

FUND CODE	July 1, 2025 Beginning Cash Balance	Receipts				Expenditures				Ending Cash Balance	
		February	March	April	YTD	February	March	April	YTD		
TEMPORARILY RESTRICTED FUNDS - RESTRICTED FOR TIME OR PURPOSE TO SPEND FUNDS											
402	County of Cumberland - Family Connects (FY25/26)	\$ -	\$ -	\$ -	\$ 132,800.00	\$ 300,000.00	\$ 58,300.00	\$ 21,700.00	\$ -	\$ 300,000.00	\$ -
547	The Cannon Foundation - Operation Restoration, Building Project Phase III (12/09/2025 - until spent)	\$ -	\$ -	\$ -	\$ -	\$ 100,000.00	\$ -	\$ -	\$ 76,708.00	\$ 76,708.00	\$ 23,292.00
549	Restricted Lending Library Donations	\$ -	\$ -	\$ 500.00	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ 500.00
	Sub-total for Temporarily Restricted	\$ -								Sub-total	\$ 23,792.00
UNRESTRICTED FUNDS or NO RESTRICTION OF TIME TO SPEND FUNDS											
208	Unrestricted Revenues - For Operating Purposes	\$ 43,535.44	\$ -	\$ -	\$ -	\$ 223,948.29	\$ 7,954.07	\$ 7,954.07	\$ 7,954.07	\$ 79,581.58	\$ 187,902.15
	Unrestricted Revenues - Invested in CDs and Money Market Account	\$ 447,593.66	\$ -	\$ -	\$ -	\$ (223,948.29)	\$ -	\$ -	\$ -	\$ -	\$ 223,645.37
501	Individual Gifts & Donations	\$ 155,703.76	\$ 157.84	\$ 185.00	\$ 60.00	\$ 22,293.73	\$ 34.08	\$ 6.14	\$ 502.67	\$ 643.19	\$ 177,354.30
515	Vending Machine Commissions	\$ 216.89	\$ 105.03	\$ -	\$ 151.59	\$ 1,017.47	\$ -	\$ -	\$ -	\$ 27.05	\$ 1,207.31
802	PFCRC II (Non-Smart Start)	\$ (103,016.30)	\$ 17,849.80	\$ 18,052.73	\$ 19,905.35	\$ 178,480.69	\$ 12,452.64	\$ 13,057.75	\$ 24,978.87	\$ 120,280.33	\$ (44,815.94)
805	Misc. Unrestricted Revenue [currently cash back from Mastercard 2% credit card]	\$ 16,919.63	\$ -	\$ -	\$ -	\$ -	\$ 5,119.60	\$ -	\$ -	\$ 9,540.83	\$ 7,378.80
808	Insurance Proceeds Income (NOT program income and NOT temp restricted per NCPC)	\$ 9,796.17	\$ -	\$ -	\$ -	\$ 1,470.28	\$ -	\$ -	\$ 9,842.00	\$ 9,842.00	\$ 1,424.45
812	PFCRC II - Administration	\$ 99,583.40	\$ 4,750.00	\$ 4,750.00	\$ 4,750.00	\$ 47,500.00	\$ (4,728.59)	\$ -	\$ -	\$ -	\$ 147,083.40
815	Hoke - Contracted Eval (not program income)	\$ 27,791.50	\$ -	\$ -	\$ 8,475.00	\$ 14,652.76	\$ 892.39	\$ 357.95	\$ (2,889.02)	\$ 3,451.92	\$ 38,992.34
820	Fundraising - PFC Annual Fundraiser	\$ 55,056.74	\$ -	\$ -	\$ -	\$ 10,263.59	\$ -	\$ 2,282.21	\$ -	\$ 12,660.97	\$ 52,659.36
825	Capital Projects Fund [used for construction loan transactions]	\$ 3,006.76	\$ -	\$ -	\$ -	\$ 100,000.00	\$ -	\$ -	\$ -	\$ 100,000.00	\$ 3,006.76
897	Sales Tax	\$ (14,206.01)	\$ -	\$ 4,224.10	\$ -	\$ 18,430.11	\$ 945.02	\$ 2,019.47	\$ 2,715.85	\$ 10,612.44	\$ (6,388.34)
899	Interest Income (from Investment Funds)	\$ 6,073.08	\$ 150.67	\$ 167.33	\$ 161.89	\$ 8,882.17	\$ -	\$ -	\$ -	\$ -	\$ 14,955.25
904	Forfeited FSA and Pre-funded HRA/FSA	\$ (10,095.41)	\$ -	\$ -	\$ -	\$ 9,441.00	\$ -	\$ -	\$ -	\$ -	\$ (654.41)
905	Employee Withholding	\$ 3,194.69	\$ 18,931.55	\$ 21,132.01	\$ 19,241.57	\$ 199,438.10	\$ 19,125.38	\$ 20,832.89	\$ 19,925.04	\$ 202,913.26	\$ (280.47)
	Sub-total for Unrestricted Funds	\$ 741,154.00								Sub-total	\$ 803,470.33

Partnership for Children of Cumberland County, Inc.

All Funding Sources
Fiscal Year 2025 - 2026

ONLY THE HIGHLIGHTED FUNDING STREAMS NEED TO BE DISCUSSED.

FUND CODE		July 1, 2025 Beginning Cash Balance	Receipts				Expenditures				Ending Cash Balance
			February	March	April	YTD	February	March	April	YTD	
INFORMATION TECHNOLOGY											
992	PFC IT Management	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 160.49	\$ 520.18	\$ 1,624.40	\$ (1,624.40)
993	IT - Core	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
994	IT - Outside Agencies	\$ 68,334.24	\$ 6,540.00	\$ 9,110.00	\$ 9,906.60	\$ 89,331.24	\$ 7,638.49	\$ 8,918.33	\$ 7,551.63	\$ 84,771.91	\$ 72,893.57
995	IT - PFC Enhanced	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
996	IT - PFC Regular	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sub-total for Information Technology		\$ 68,334.24	\$ -	\$ -	\$ -					Sub-total	\$ 71,269.17
PERMANENTLY RESTRICTED FUNDS											
599	Cumberland Community Foundation Endowment	\$ 31,384.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 31,384.00
Sub-total for Permanently Restricted Funds		\$ 31,384.00								Sub-total	\$ 31,384.00
TOTAL		\$ 883,906.70								TOTAL CASH	\$ 1,637,436.70

ADDITIONAL SUMMARIZED INFORMATION
USR
Operating Cash 187,902.15
Investments 223,645.37
\$ 411,547.52
NCPK
Operating Cash (161,201.24)
"Cash Advance" 49,655.00
"Unresolved FY22- 23" 56,437.00
\$ (55,109.24)

Partnership for Children of Cumberland County, Inc. - UNRESTRICTED REVENUES [FUND 208]

							Fiscal Year 2025 / 2026		
							SHOULD BE:	83%	17%
Activity	FY 25/26 Budget Effective 7/1/2025	February	March	April	Expenditures Y-T-D	Unspent Allocated Budget Amount	% of Budget Expended	% of Available Funds	
Administrative Operations	\$ 12,000.00	\$ -	\$ -	\$ -	\$ 40.88	\$ 11,959.12	0%	100%	
Administrative Operations [for interest portion of the construction loan payments]	\$ 16,000.00	\$ 862.32	\$ 892.48	\$ 930.86	\$ 7,807.02	\$ 8,192.98	49%	51%	
	\$ 28,000.00	\$ 862.32	\$ 892.48	\$ 930.86	\$ 7,847.90	\$ 20,152.10	28%	72%	
CC&R - Core (in case of Federal shutdown)	\$ 50,000.00	\$ -	\$ -	\$ -	\$ -	\$ 50,000.00	0%	100%	
CE/FRC For Construction Loan Payments / Interest payments are coded to 9100-999	\$ 79,449.00	\$ 7,091.75	\$ 7,061.59	\$ 7,023.21	\$ 71,733.68	\$ 7,715.32	90%	10%	
Sub-Total	\$ 129,449.00	\$ 7,091.75	\$ 7,061.59	\$ 7,023.21	\$ 71,733.68	\$ 57,715.32	55%	45%	
Total Allocated Budget for FY25-26	157,449.00								
Allocated Budget Amount SPENT		\$ 7,954.07	\$ 7,954.07	\$ 7,954.07	\$ 79,581.58				
Allocated Budget Amount UNSPENT						\$ 77,867.42			
SUMMARY OF CASH AND INVESTMENTS									
July 1 - Total Cash Carryover including Investments							\$ 515,804.65		
Projected Unrestricted Revenues at the yearend		\$ -			\$ (113,913.56)	<i><---- Cash of \$43,535.44in GL 1113 at 07-01-25 less the FY 25-26 budget amount</i>			
Unspent Budget for FY25-26 at the month end					\$ 77,867.42				
Subtotal (cash in GL 1113 at the month end to be used for operating funds)		\$ -				\$ 187,902.15	<i>Cash will be transferred from other streams if necessary.</i>		
Investments at month end (Includes money market account and certificates of deposits, if applicable)	\$ 447,593.66	\$ -	\$ -	\$ -		\$ 223,645.37			
CURRENT TOTAL OF CASH AND INVESTMENTS AT THE MONTH END							\$ 411,547.52		



from Morgan Stanley

CLIENT STATEMENT | For the Period April 1-30, 2026

STATEMENT FOR:

PARTNERSHIP FOR CHILDREN OF CU
C/O JAMES GRAFSTROM
& MARY SONNENBERG

Beginning Total Value (as of 4/1/26)

\$159,206.32

Ending Total Value (as of 4/30/26)

\$164,872.29

Includes Accrued Interest

Access Your Account Online At

www.etrade.com or call 800-387-2331

*Morgan Stanley Smith Barney LLC. Member SIPC.
E*TRADE is a business of Morgan Stanley.*

#BWNJGWM

PARTNERSHIP FOR CHILDREN OF CU
C/O JAMES GRAFSTROM
& MARY SONNENBERG
351 WAGONER DRIVE SUITE 200
FAYETTEVILLE NC 28303

*INVESTMENTS AND INSURANCE PRODUCTS: NOT FDIC INSURED • NOT A BANK DEPOSIT •
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY • NOT BANK GUARANTEED •
MAY LOSE VALUE • UNLESS SPECIFICALLY NOTED, ALL VALUES ARE DISPLAYED IN USD*

Account Summary

Self-Directed Brokerage Account

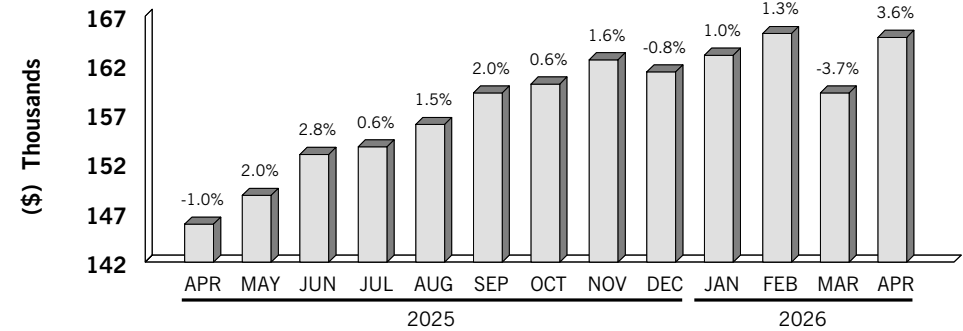
PARTNERSHIP FOR CHILDREN OF CU
C/O JAMES GRAFSTROM

CHANGE IN VALUE OF YOUR ACCOUNT (includes accrued interest)

	This Period (4/1/26-4/30/26)	This Year (1/1/26-4/30/26)
TOTAL BEGINNING VALUE	\$159,206.32	\$161,372.80
Credits	—	—
Debits	—	—
Security Transfers	—	—
Net Credits/Debits/Transfers	—	—
Change in Value	5,665.97	3,499.49
TOTAL ENDING VALUE	\$164,872.29	\$164,872.29

MARKET VALUE OVER TIME

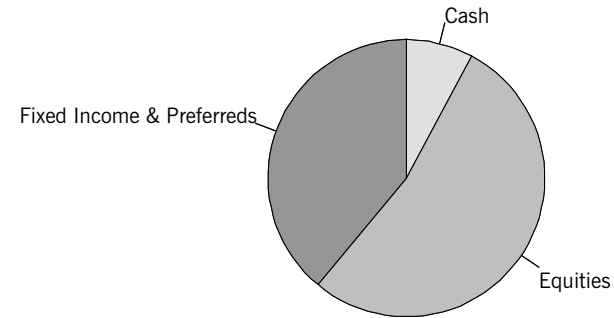
The below chart displays the most recent thirteen months of Market Value.



The percentages above represent the change in dollar value from the prior period. They do not represent account investment performance, as they do not consider the impact of contributions and withdrawals, nor other factors that may have affected performance calculations. No percentage will be displayed when the previous month reflected no value.

ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$12,880.45	7.81
Equities	87,771.29	53.24
Fixed Income & Preferreds	64,220.55	38.95
TOTAL VALUE	\$164,872.29	100.00%



This asset allocation represents holdings on a trade date basis, and projected settled Cash/BDP and MMF balances. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes.

FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, as a courtesy, and may not be covered by SIPC. Foreign Exchange (FX) is neither FDIC nor SIPC insured. For additional information, refer to the corresponding section of this statement.

Account Summary

Self-Directed Brokerage Account

PARTNERSHIP FOR CHILDREN OF CU
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BALANCE SHEET (^ includes accrued interest)

	Last Period (as of 3/31/26)	This Period (as of 4/30/26)
Cash, BDP, MMFs	\$12,686.28	\$12,880.45
Stocks	629.86	669.83
ETFs & CEFs	122,625.42	127,763.91
Mutual Funds	23,264.76	23,558.10
Total Assets	\$159,206.32	\$164,872.29
Total Liabilities (outstanding balance)	—	—
TOTAL VALUE	\$159,206.32	\$164,872.29

INCOME AND DISTRIBUTION SUMMARY

	This Period (4/1/26-4/30/26)	This Year (1/1/26-4/30/26)
Qualified Dividends	—	\$3.90
Other Dividends	315.77	1,232.22
Interest	0.10	0.41
Income And Distributions	\$315.87	\$1,236.53
Tax-Exempt Income	—	—
TOTAL INCOME AND DISTRIBUTIONS	\$315.87	\$1,236.53

Taxable and tax exempt income classifications are based on the characteristics of the underlying securities and not the taxable status of the account.

ADDITIONAL ACCOUNT INFORMATION

Category	This Period (4/1/26-4/30/26)	This Year (1/1/26-4/30/26)
Foreign Tax Paid	—	\$0.69

CASH FLOW

	This Period (4/1/26-4/30/26)	This Year (1/1/26-4/30/26)
OPENING CASH, BDP, MMFs	\$12,686.28	\$12,320.20
Dividend Reinvestments	(121.70)	(795.16)
Income and Distributions	315.87	1,355.41
Total Investment Related Activity	\$194.17	\$560.25
Total Cash Related Activity	—	—
Total Card/Check Activity	—	—
CLOSING CASH, BDP, MMFs	\$12,880.45	\$12,880.45

GAIN/(LOSS) SUMMARY

	Realized This Period (4/1/26-4/30/26)	Realized This Year (1/1/26-4/30/26)	Unrealized Inception to Date (as of 4/30/26)
Short-Term Gain	—	—	\$95.86
Short-Term (Loss)	—	—	(9.38)
Total Short-Term	—	—	\$86.48
Long-Term Gain	—	—	36,713.35
Long-Term (Loss)	—	—	(15,458.79)
Total Long-Term	—	—	\$21,254.56
TOTAL GAIN/(LOSS)	—	—	\$21,341.04

The Gain/(Loss) Summary, which may be subsequently adjusted, is provided for informational purposes and should not be used for tax preparation. For additional detail, please visit www.etrade.com.

Account Detail

Self-Directed Brokerage Account

PARTNERSHIP FOR CHILDREN OF CU
C/O JAMES GRAFSTROM

Investment Objectives (in order of priority): Income

Brokerage Account

Inform us if your investment objectives, as defined in the Expanded Disclosures, change.

HOLDINGS

This section reflects positions purchased/sold on a trade date basis. "Market Value" and "Unrealized Gain/(Loss)" may not reflect the value that could be obtained in the market. Your actual investment return may differ from the unrealized gain/(loss) displayed. Fixed Income securities are sorted by maturity or pre-refunding date, and alphabetically within date. Estimated Annual Income a) is calculated on a pre-tax basis, b) does not include any reduction for applicable non-US withholding taxes, c) may include return of principal or capital gains which could overstate such estimates, and d) for holdings that have a defined maturity date within the next 12 months, is reflected only through maturity date. Actual income or yield may be lower or higher than the estimates. Current Yield is an estimate for informational purposes only. It reflects the income generated by an investment, and is calculated by dividing the total estimated annual income by the current market value of the entire position. It does not reflect changes in its price. Structured Investments, identified on the Position Description Details line as "Asset Class: Struct Inv," may appear in various statement product categories. When displayed, the accrued interest, annual income and current yield for those with a contingent income feature (e.g., Range Accrual Notes or Contingent Income Notes) are estimates and assume specified accrual conditions are met during the relevant period and payment in full of all contingent interest. For Floating Rate Securities, the accrued interest, annual income and current yield are estimates based on the current floating coupon rate and may not reflect historic rates within the accrual period.

For additional information related to Unrealized and Realized Gain/(Loss) and tax lot details, including cost basis, please visit www.etrade.com. The information presented on the statement should not be used for tax purposes.

CASH, BANK DEPOSIT PROGRAM AND MONEY MARKET FUNDS

Cash, Bank Deposit Program, and Money Market Funds are generally displayed on a settlement date basis. You have the right to instruct us to liquidate your bank deposit balance(s) or shares of any money market fund balance(s) at any time and have the proceeds of such liquidation remitted to you. Estimated Annual Income, Accrued Interest, and APY% will only be displayed for fully settled positions. Under the Bank Deposit Program, free credit balances held in an account(s) at Morgan Stanley Smith Barney LLC are automatically deposited into an interest-bearing deposit account(s), at Morgan Stanley Bank, N.A. and/or Morgan Stanley Private Bank, National Association, each a national bank, FDIC member and an affiliate of Morgan Stanley. Under certain circumstances, deposits may be held at other FDIC insured Program Banks. For more information regarding the Bank Deposit Program and the Program Banks, go to www.etrade.com/bdpcdisclosure. Cash and interest from required Pattern Day Trader minimum equity amounts are retained in Cash Balance Program.

Description		Market Value	7-Day Current Yield %	Est Ann Income	APY %
MORGAN STANLEY PRIVATE BANK NA		\$12,880.45	—	\$1.29	0.010
	Percentage of Holdings	Market Value		Est Ann Income	
CASH, BDP, AND MMFs	7.81%	\$12,880.45		\$1.29	

Account Detail

Self-Directed Brokerage Account

PARTNERSHIP FOR CHILDREN OF CU
C/O JAMES GRAFSTROM

STOCKS

COMMON STOCKS

Morgan Stanley & Co. LLC (Morgan Stanley) and Morningstar, Inc.'s equity research ratings are shown for certain securities. These ratings represent the opinions of the research provider and are not representations or guarantees of performance. The applicable research report contains more information regarding the analyst's opinions, analysis, and rating, and you should read the entire research report and not infer its contents. For ease of comparison, Morgan Stanley and Morningstar, Inc.'s equity research ratings have been normalized to a 1 (Buy), 2 (Hold), and 3 (Sell). Refer to your June or December statement for a summary guide describing the ratings. We do not take responsibility for, nor guarantee the accuracy, completeness, or timeliness of research prepared for Morningstar, Inc.

Security Description	Quantity	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
THOMSON REUTERS CORP (TRI)	7.000	\$95.690	\$332.01	\$669.83	\$337.82	\$18.34	2.74
<i>Rating: Morgan Stanley: 2, Morningstar: 1; Next Dividend Payable 06/2026; Asset Class: Equities</i>							

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
STOCKS	0.41%	\$332.01	\$669.83	\$337.82	\$18.34	2.74%

EXCHANGE-TRADED & CLOSED-END FUNDS

Estimated Annual Income for Exchange Traded Funds, is based upon historical distributions over the preceding 12-month period, while Estimated Annual Income for Closed End Funds may be based upon either (a) the most recent dividend or (b) sum of prior 12 months (depending upon whether there is an announced fixed rate). Current Yield is calculated by dividing the total Estimated Annual Income by the current Market Value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published yields. Investors should refer to the Fund website for the most recent yield information.

Security Description	Quantity	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
VANGUARD DIVIDEND APPRECIATION (VIG)	Purchases						
Reinvestments	29.838		5,279.54	6,824.25	1,544.71		
	Total		50,630.07	87,101.46	36,471.39	1,315.41	1.51
<i>Next Dividend Payable 06/2026; Asset Class: Equities</i>							
VANGUARD LONG-TERM CORPORATE (VCLT)	545.000	74.610	54,991.61	40,662.45	(14,329.16)	2,271.56	5.59
<i>Next Dividend Payable 05/05/26; Asset Class: FI & Pref</i>							

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
EXCHANGE-TRADED & CLOSED-END FUNDS	77.49%	\$105,621.68	\$127,763.91	\$22,142.23	\$3,586.97	2.81%

Account Detail

Self-Directed Brokerage Account

PARTNERSHIP FOR CHILDREN OF CU
C/O JAMES GRAFSTROM

MUTUAL FUNDS

OPEN-END MUTUAL FUNDS

Although share price is displayed only to three decimal places, calculation of Market Value is computed using the full share price in our data base, which may carry out beyond three decimal places. "Share Price" and "Market Value" reflect information available at the time of statement production and may differ from actual month-end values due to a delay in receiving the information from an outside source. Estimated Annual Income is based upon historical distributions over the preceding 12-month period, rather than on the most recent dividend. Current Yield is an estimate and is calculated by dividing the total estimated annual income by the current market value of the position, and it is for informational purposes only. Distributions may consist of income, capital gains or the returns of capital distributions. EAI is based upon information provided by an outside vendor and is not verified by us. Depending upon market conditions, Current Yield may differ materially from published Fund yields. Investors should refer to the Fund website for the most recent yield information.

Security Description		Quantity	Share Price	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
VANGUARD HI YLD CORP INV (VWEHX)	Purchases	2,988.805	\$5.490	\$17,500.00 p	\$16,408.54	\$(1,104.95)		
Reinvestments		1,302.288		7,183.62	7,149.56	(34.06)		
	Total	4,291.093		24,683.62	23,558.10	(1,139.01)	1,476.14	6.27

Enrolled In Dividend Reinvestment; Capital Gains Reinvest; Asset Class: FI & Pref

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income	Current Yield %
MUTUAL FUNDS	14.29%	\$24,683.62	\$23,558.10	\$(1,139.01)	\$1,476.14	6.27%

	Percentage of Holdings	Total Cost	Market Value	Unrealized Gain/(Loss)	Est Ann Income Accrued Interest	Current Yield %
TOTAL VALUE	100.00%	\$130,637.31	\$164,872.29	\$21,341.04	\$5,082.74	3.08%

Unrealized Gain/(Loss) totals only reflect positions that have both cost basis and market value information available. Cash, MMF, Deposits and positions stating 'Please Provide' or 'Pending Corporate Actions' are not included.

p - One or more tax lots of this position may either be missing cost basis, or has a Pending Corporate Action event. Unrealized Gain/Loss includes only tax lots for which we have cost basis.

ALLOCATION OF ASSETS

	Cash	Equities	Fixed Income & Preferred Securities	Alternatives	Structured Investments	Other
Cash, BDP, MMFs	\$12,880.45	—	—	—	—	—
Stocks	—	\$669.83	—	—	—	—
ETFs & CEFs	—	87,101.46	\$40,662.45	—	—	—
Mutual Funds	—	—	23,558.10	—	—	—
TOTAL ALLOCATION OF ASSETS	\$12,880.45	\$87,771.29	\$64,220.55	—	—	—

Account Detail

Self-Directed Brokerage Account

PARTNERSHIP FOR CHILDREN OF CU
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ACTIVITY

CASH FLOW ACTIVITY BY DATE

Activity Date	Settlement Date	Activity Type	Description	Comments	Quantity	Price	Credits/(Debits)
4/1		Dividend	VANGUARD HI YLD CORP INV DIV PAYMENT				\$121.70
4/1		Dividend Reinvestment	VANGUARD HI YLD CORP INV	REINVESTMENT a/o 03/31/26	22.330	5.4500	(121.70)
4/6		Dividend	VANGUARD LONG-TERM CORPORATE				194.07
4/30		Interest Income	MORGAN STANLEY PRIVATE BANK NA	(Period 04/01-04/30)			0.10
NET CREDITS/(DEBITS)							\$194.17

Purchase and Sale transactions above may have received an average price execution. Details regarding the actual prices are available upon request.

MONEY MARKET FUND (MMF) AND BANK DEPOSIT PROGRAM ACTIVITY

Activity Date	Activity Type	Description	Credits/(Debits)
4/1	Automatic Investment	BANK DEPOSIT PROGRAM	\$0.16
4/6	Automatic Investment	BANK DEPOSIT PROGRAM	194.07
4/30	Automatic Investment	BANK DEPOSIT PROGRAM	0.10
NET ACTIVITY FOR PERIOD			\$194.33

MESSAGES

Senior Investor Helpline

For any inquiries or potential concerns, senior investors or someone acting on their behalf may contact our Firm by calling (800) 280-4534, Monday-Friday, 9 a.m.- 6 p.m. Eastern Time.

New Online Viewing Experience for Trade Confirmations

In an effort to improve navigation and reduce redundant disclosures, clients enrolled in electronic delivery will now receive a consolidated Trade Confirmation when multiple trades are placed on the same day. Going forward, the consolidated document will include all transactions that occurred on a given trade date and each trade will be searchable by the given security identifier.

Family Resource Center
Space Availability Report

May 2026

Room #	Suite	Square feet	Notes:
1163, 1164, 1165, 1166, common area @ 133.50 sf or 218.50 sf	130	657.5sf of 742.50sf	Available- Now
1149, 1150, 1151	135	441	Available- NLT 5/31/2026
1129, 1131, 1132, 1133, 1134, 1135	165	867	Available-
1117 - 1123	170	950	Available- NLT 6/30/2026
2304,2305 combined		253	Available- 5/1/2026
2306		106	Available- 5/1/2026
2330	326	374	Now Available
2346		124	Available- 5/1/2026
2408, 2413, 2414	411	1533	2406, 2407,2409, 2410 and 2412 are leased. Suite= sf 1686 -913 sf leased. 773 sf available.

Option A with door / Option B without door and more common area

Rebirth interested in this space

Delmar interested. Surrender 2338@245sf

2411 is a closet with 25 sq/ft

5,503.50 SF

RENT RATES	11/1/2023
Non Profit LM	\$20.35
For Profit Over 300 SF	\$21.45
For Profit Under 300 SF	\$25.85
Deposit= 2 months rent	Renewals 10% or 7%

Non Profit incl PFC :49.4%

For Profit: 39.1%

Leaseable Space of 27, 727 sf = Occupancy Rate: 88.5%

Un-Occupied: 11.5%