



Internal Committee Notes

November 19, 2025
3:00 p.m. – 4:00 p.m.
1310 Papin St., Suite 403
St. Louis, MO 63103

Agenda

- I. Call to Order – Attendance: Kathy Siddens , Mike Sorth, Heather Jaconis, Rabiuh Ahmad, Sierhah Price, Megan Riechmann, and Carol Harris
- II. Old Business – none outstanding from prior meeting
- III. New Business – all financial reports will be available on the Internal Committee portal. Final budget items will be added with the most recent budgeted numbers.
 - a. Financial Reports – October 2025 Attachment 1
 - i. Profit & Loss Statement
 - ii. Balance Sheet
 - iii. Cashflow Statement
 - b. Monthly Flash Report – October 2025 Attachment 2
 - c. 2026 Draft Budget Attachment 3
 - i. Income Estimates for 2026 Attachment 4
 1. Recommendation to put a probability column in this chart to show the confidence level of acquiring this income estimate. Highlight the multi-year grants that are “guaranteed” dollars. The grantors listed at the bottom of the chart, these are contacts we need help with. Others are not on the chart yet, but they are
 - ii. Opportunities in 2026 by Priority Attachment 5

d. Benefits and Unbundling from PEO Update

e. FY 2025 Audit Timeline

i. Questions and Comments: What is the cause of the change in the cashflow?

Unpredictability of the cashflow has to do with the nature of grantors. Some grant commitments came in lower than expected. To give context, Edward Jones promised \$300K for 2025 and then only gave \$100K due to a shift in their focus. What is the level of confidence in grantors or individual donorship? What is the response for increasing individual donors? Nikki Whetsell is working on a robust campaign to boost PC's individual donor program for 2026.

ii. Staff reductions are included in this current budget. The philosophy that was adopted was monitoring revenues and campaigning as aggressively as possible to attract new dollars. The board moved to meet monthly and monitor closely. The committee expressed need to understand the conversations with the board and update with scenarios that were presented. Question posed about how cutting staff impacts the ability to deliver our services. Do we continue to try to grow in hopes of getting new funding?

iii. More stories are needed behind cutting staff and heading to zero deficit vs. keeping the team in place in anticipation of grant opportunities coming through. This is a delicate balance. There have been funders who have overpromised and underdelivered. Lynette has expressed a "wait and see" attitude based on the ramping up to just make cuts is not where we want to head. The board and committees need to get things moving and help raise some money. Sierhah seconds this idea. Mike wanted to clarify that the board did not come to the decision to cut lightly and had a very open discussion.

- IV. The final minutes and presentation from the October 10th board meeting and the 2026 budget will be sent out to the committee. There was not a vote on the budget at this time in lieu of questions and further information requested.
- V. Adjourn at 4:00 p.m.