

# Center for Practical Bioethics Board of Directors Meeting July 9, 2025

8:00 - 9:30 AM (Central) | 9:00 - 10:30 AM (Eastern) | 6:00 AM - 7:30 AM (Pacific)

**Location: In-person or Zoom Conferencing** 

**In-Person:** 9<sup>th</sup> Floor, Shalton Conference Room, Polsinelli PC, 900 W. 48<sup>th</sup> Place, KC, MO 64112 **By Computer:** <a href="https://us02web.zoom.us/j/9528298699">https://us02web.zoom.us/j/9528298699</a> <a href="Person">Preferred for document screen sharing</a>.

By Phone: +1 646 931 3860 US or +1 312 626 6799 US (Chicago)

Meeting ID: 952 829 8699

#### Agenda

I. Call to Order Maggie Neustadt, Vice Chair

**II.** Committee Reports

#### **Finance Report**

Tresia Franklin, Treasurer

- Vote: Accept April and May 2025 financial statements
  - April and May 2025 financial statements

(Attachments 1-7)

- Vote: Authorize a budget increase of \$88,089 to support the described areas and operations.
  - a. Event spending increase: \$12,000 to support reasonable additional expenses for 2025 fundraising events, to be balanced through increased donation revenue.
  - b. Ethical AI team: extend support of the Ethical AI team through September through the use of the Foley Fund (\$42,814 in salary plus \$10,275 in fringe, totaling up to \$53,089.)
    - a. We anticipate a formal announcement from the Kauffman Foundation in the coming days (funding is expected!)
    - b. We expect to hear from Patterson Family Foundation sometime in August, but the announcement date could shift
  - c. Ethics Services team: authorize a one-time special draw from Flanigan Fund to enact the staffing plan for Ethics Services. An independent contractor will serve as a Clinical Bioethicist In-Training at \$23,000 for 2025. Any continued expenses in 2026 would likely need to be shifted to new earned revenue.

#### **Governance Report**

Karen Johnson and Maggie Neustadt, Co-Chairs

- Update: Board member recruitment (one open seat)
  - a. Referrals are welcome, and several have been received thank you!
  - b. Hopeful that candidates can fill one or more priority areas, shown as highlighted fields in the matrix (Attachment 8)
- Update: 2026 Board Retreat

a. Date recommended to remain similar to 2025; venue TBA

#### **Resource Development**

Norberto (Rob) Ayala-Flores, Chair

- Breakfast of Champions
  - a. Thursday, September 18th, 7:30-9:30 AM at the College Basketball Experience.
  - b. A separate email will be sent to board members to help with promotion and identifying potential event sponsors.
- Board Match Request

Request that board members will make their 2025 contribution to the Center in a unique way. Our goal is to receive \$25,000 from the Board to label as a match fund for the fall annual event. Past board giving suggests this number is achievable, and our request is that the amount you pledge will be made regardless of being able to raise the full amount from other donors for the full match amount. Please let James know by email if you are willing to give for 2025 in this way.

Donor Appreciation Event Request

If possible, we would like to host a small donor appreciation event. Our request is that a board member volunteer their home or a venue that you are connected to (e.g., a space at your workplace) to host this event. Abby will lead coordination and we will try to make this event as easy and rewarding as possible. Please let James know by email if you are willing to host or connect the Center with a venue.

#### Francis Chair Search Task Force

Eva Karp, Chair

- Francis Chair search task force update
  - c. Finalist interviews and process update
- III. Consent Agenda (Administrative Matters)

Board Meeting Minutes, May 14, 2025 Finance Committee Minutes, July 8, 2025

(Attachment 9) (Attachment 10 Pending)

**Executive Committee Minutes** 

Note: Executive Committee did not meet in June 2025

Governance Committee Minutes, June 13, 2025 Resource Development Committee Minutes, June 4, 2025 (Attachment 11) (Attachment 12)

#### IV. Vice Chair and President Reports **President's Report**

Maggie Neustadt, Vice Chair & James Stowe

- Update on the Harman Grant
  - Following two meetings, we have confirmed that the Harman Foundation has directed the Center to facilitate and support Gloria's leadership and implementation of educational programming for the Let's Talk About ACP (LTAACP), including her direction of the grant budget. The Center will continue to provide staffing and administrative support to streamline the LTAACP offerings and back-office operations, and the entire team will focus on what sustainability options may exist after the conclusion of the Harman funding.

Next Board Meeting: September 10, 2025

8:00 - 9:30 AM (Central) | 9:00 - 10:30 AM (Eastern) | 6:00 - 8:30 AM (Pacific)

Note: Center staff are still synthesizing Board feedback on potential meeting alternatives versus maintaining status quo

**Upcoming Events:** 

# 1. AI & IPAs: A Young Professionals Networking and Learning Event (marketed to young professionals' networks)

**Date:** Thursday, August 28, 2025 from 4:30 – 6:30 PM

**Location:** DoubleTap KC in the River Market

310 Oak St

Kansas City, MO 64106

#### 2. 2025 Annual Event, Breakfast of Champions

Date: Thursday September 18, 2025, morning (breakfast) event, 7:30-9:30 AM

**Location:** College Basketball Experience

1401 Grand Blvd

Kansas City, MO 64106

**Strategic Initiative Focus: TBA** 

**Board Book & Materials Link** 

# Center for Practical Bioethics Budget vs. Actuals: Budget\_FY25\_P&L\_V2 - FY25 P&L Classes

January - May, 2025

	Actual	Budget	over Budget	% of Budget	Annual Budget
Income					
4210 Funds Released from Restrictions	90,587	177,083	-86,496	51.16%	425,000
4310 Endowment Receipts	98,489	213,546	-115,058	46.12%	427,092
4410 Government Grants and Fees	2,083		2,083		
4510 Earned Income	9,165	13,333	-4,168	68.74%	32,000
4515 Provider Ethics Services	103,605	120,990	-17,385	85.63%	290,375
4520 Honoraria	1,950	833	1,117	234.00%	2,000
4530 Lecture-Workshop Income	3,000	14,583	-11,583	20.57%	35,000
4660 Donations-unrestricted	31,593	122,027	-90,434	25.89%	223,480
4710 Membership - Institutional		6,250	-6,250	0.00%	15,000
5010 Other Revenue-Reimbursements	491		491		
5050 Interest Income	691		691		
Total Income	341,654	668,646	-326,991	51.10%	1,449,947
Gross Profit	341,654	668,646	-326,991	51.10%	1,449,947
Expenses					
A) Salaries, Benefits & Other Employee Costs	353,714	403,631	-49,917	87.63%	994,768
B) Occupancy	388	550	-162	70.54%	1,320
C) Professional & Contract Services	123,360	128,803	-5,443	95.77%	318,476
D) Supplies	4,288	11,292	-7,004	37.97%	27,100
E) Telephone	526	500	26	105.14%	1,200
F) Postage & Shipping	196	1,100	-904	17.85%	1,800
G) Equipment & Maintenance	1,877	3,147	-1,270	59.64%	7,720
H) Printing & Promotions	340	3,590	-3,250	9.47%	7,280
I) Travel & Transportation	6,056	7,810	-1,754	77.54%	18,740
J) Conferences, Conventions & Meetings	5,648	17,100	-11,452	33.03%	24,745
K) Memberships & Subscriptions	5,455	9,288	-3,834	58.73%	19,014
L) Insurance	8,294	8,875	-581	93.46%	19,984
M) Interest Exp	1,584	1,750	-166	90.50%	4,200
N) Miscellaneous Operating Exp	1,611	1,500	111	107.43%	3,600
Total Expenses	513,337	598,936	-85,599	85.71%	1,449,947
Net Operating Income	-171,683	69,709	-241,392	-246.28%	0
Other Income					
7820 Endowment Receipts Used for Operations	-98,489	-213,546	115,058	46.12%	-427,092
7830 Investment Earnings	52,145		52,145		
7840 Realized Investment Gains (Losses)	53,636		53,636		
7845 UnRealized Investment Gains (Losses)	48,816		48,816		
Total Other Income	56,109	-213,546	269,655	-26.27%	-427,092
Other Expenses					
7850 Investment Fees & Expenses	11,785	12,000	-215	98.21%	28,800
Total Other Expenses	11,785	12,000	-215	98.21%	28,800
Net Other Income	44,324	-225,546	269,870	-19.65%	-455,892
Net Income	-127,359	-155,837	28,478	81.73%	-455,892

## **Balance Sheet**

As of May 31, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1010 CENTER FOR PRACTICAL BIOETHICS INC (0266) - NEW	39,877
1070 MONEY MARKET ACCOUNT (8991) - NEW	150,071
1075 Country Club Bank - Brokerage Account	0
Total Bank Accounts	\$189,948
Accounts Receivable	
1210 Grants Receivable	750,000
1240 Receivables	157,455
Total Accounts Receivable	\$907,455
Other Current Assets	
1450 Prepaid Insurance	6,778
1460 Prepaid Exp-Other	1,898
Total Other Current Assets	\$8,675
Total Current Assets	\$1,106,078
Fixed Assets	
1640 Furniture, Computers & Equipment	54,071
1740 Accum Depreciation - Furniture, Computers, Equipmnt	-42,766
Total Fixed Assets	\$11,305
Other Assets	
1805 Flanigan Endowed Chair Investment	2,348,977
1806 Foley Investment Account	481,583
1807 Francis Family Endowment	3,549,759
1840 Operating Lease	7,370
Total Other Assets	\$6,387,689
TOTAL ASSETS	\$7,505,072
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2040 Accounts Payable (Bill)	25,021
Total Accounts Payable	\$25,021
Other Current Liabilities	
2130 Accrued PTO	21,700
2145 Operating Lease Liability	2,769
2150 Accrued Expenses - Other	3,415
2350 Line of Credit Loan	50,000
Deferred - Contract Services - Earned	1,835
Deferred - Contract Services - Provider Ethics	124,995

## **Balance Sheet**

As of May 31, 2025

	TOTAL
Total Other Current Liabilities	\$204,714
Total Current Liabilities	\$229,734
Long-Term Liabilities	
2770 Operating Lease Liability LT	4,602
Total Long-Term Liabilities	\$4,602
Total Liabilities	\$234,336
Equity	
3100 Permanently Restricted Funds	5,492,651
3300 Temporarily Restricted Funds	2,034,017
3500 Unrestricted Funds	-1,032,902
5900 Retained Earnings	904,330
Net Income	-127,359
Total Equity	\$7,270,736
TOTAL LIABILITIES AND EQUITY	\$7,505,072

#### **HEADLINES FOR MAY 2025 FINANCIAL PERFORMANCE**

#### **REVENUE**

Through the month of May, actual revenue is \$341,654 and unfavorable to budget by \$327K. The primary variances are in Funds released from Restrictions which is unfavorable by \$86K due to the Ethical AI grant. Endowment Receipts is unfavorable to budget by \$115K due to Francis and Foley distributions. Provider Ethics Services are unfavorable \$17k primarily due to budgeting for new organizational affiliates. Donations-unrestricted is \$90K unfavorable to budget due to event income.

#### **EXPENSES**

Total actual operating expenses are \$513,337 which is favorable to budget by \$85K. Salaries, Benefits, & Other Employee costs are favorable to budget by \$50K due to open Francis positions. Professional & Contract Services are favorable to budget by \$5K due to timing of the budget for software development and legal fees. Supplies are favorable to budget by \$7K due to timing of the budget for ACP session costs. Conferences, Conventions, & Meetings are favorable to budget by \$11K due to budgeting for the annual event in April.

#### **OTHER INCOME**

Other Income includes \$56K in distributions from Flanigan and Francis Funds. These funds cover 2025 expenditures but do not reflect 2025 income based on GAAP accounting. Other Income is favorable to budget by \$270K primarily because endowment income was not budgeted.

#### **OPERATIONS THROUGH MAY 2025**

Net unrestricted operating revenue over expenses is (\$171,683). Combined with the other investment income and distributions related primarily to Francis and Flanigan Funds, net income is (\$127,359), approximately \$28K favorable to budget.

# Center for Practical Bioethics Budget vs. Actuals: Budget\_FY25\_P&L\_V2 - FY25 P&L Classes

January - April, 2025

			Total		
	Actual	Budget	over Budget	% of Budget	Annual Budget
Income					
4210 Funds Released from Restrictions	71,925	141,667	-69,741	50.77%	425,000
4310 Endowment Receipts	96,126	213,546	-117,420	45.01%	427,092
4410 Government Grants and Fees	1,666		1,666		
4510 Earned Income	7,332	10,667	-3,335	68.74%	32,000
4515 Provider Ethics Services	81,666	96,792	-15,125	84.37%	290,375
4520 Honoraria	1,000	667	333	150.00%	2,000
4530 Lecture-Workshop Income	3,000	11,667	-8,667	25.71%	35,000
4660 Donations-unrestricted	31,593	96,533	-64,941	32.73%	223,480
4710 Membership - Institutional		5,000	-5,000	0.00%	15,000
5010 Other Revenue-Reimbursements	491		491		
5050 Interest Income	621		621		
Total Income	295,420	576,538	-281,117	51.24%	1,449,947
Gross Profit	295,420	576,538	-281,117	51.24%	1,449,947
Expenses					
A) Salaries, Benefits & Other Employee Costs	278,417	319,529	-41,112	87.13%	994,768
B) Occupancy	306	440	-134	69.54%	1,320
C) Professional & Contract Services	97,484	103,279	-5,794	94.39%	318,476
D) Supplies	4,043	9,033	-4,991	44.75%	27,100
E) Telephone	421	400	21	105.14%	1,200
F) Postage & Shipping	196	1,000	-804	19.64%	1,800
G) Equipment & Maintenance	1,627	2,538	-912	64.09%	7,720
H) Printing & Promotions	340	3,540	-3,200	9.60%	7,280
I) Travel & Transportation	3,244	6,248	-3,004	51.92%	18,740
J) Conferences, Conventions & Meetings	3,169	16,900	-13,731	18.75%	24,745
K) Memberships & Subscriptions	3,377	6,717	-3,340	50.27%	19,014
L) Insurance	6,987	7,288	-301	95.87%	19,984
M) Interest Exp	1,271	1,400	-129	90.80%	4,200
N) Miscellaneous Operating Exp	1,234	1,200	34	102.86%	3,600
Total Expenses	402,116	479,512	-77,396	83.86%	1,449,947
Net Operating Income	-106,696	97,026	-203,721	-109.97%	0
Other Income					
7820 Endowment Receipts Used for Operations	-96,126	-213,546	117,420	45.01%	-427,092
7830 Investment Earnings	47,034		47,034		
7840 Realized Investment Gains (Losses)	51,618		51,618		
7845 UnRealized Investment Gains (Losses)	-125,694		-125,694		
Total Other Income	-123,168	-213,546	90,378	57.68%	-427,092
Other Expenses					
7850 Investment Fees & Expenses	10,431	9,600	831	108.66%	28,800
Total Other Expenses	10,431	9,600	831	108.66%	28,800
Net Other Income	-133,599	-223,146	89,547	59.87%	-455,892
Net Income	-240,295	-126,120	-114,174	190.53%	-455,892

## **Balance Sheet**

As of April 30, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1010 CENTER FOR PRACTICAL BIOETHICS INC (0266) - NEW	41,997
1070 MONEY MARKET ACCOUNT (8991) - NEW	230,152
1075 Country Club Bank - Brokerage Account	0
Total Bank Accounts	\$272,150
Accounts Receivable	\$159,642
Other Current Assets	
1450 Prepaid Insurance	8,014
1460 Prepaid Exp-Other	2,298
Total Other Current Assets	\$10,312
Total Current Assets	\$442,103
Fixed Assets	
1640 Furniture, Computers & Equipment	54,071
1740 Accum Depreciation - Furniture, Computers, Equipmnt	-42,458
Total Fixed Assets	\$11,613
Other Assets	
1805 Flanigan Endowed Chair Investment	2,298,435
1806 Foley Investment Account	464,373
1807 Francis Family Endowment	3,437,226
1840 Operating Lease	7,370
Total Other Assets	\$6,207,404
TOTAL ASSETS	\$6,661,120
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	\$18,280
Other Current Liabilities	
2130 Accrued PTO	21,700
2145 Operating Lease Liability	2,769
2150 Accrued Expenses - Other	3,602
2350 Line of Credit Loan	50,000
Deferred - Contract Services - Earned	4,085
Deferred - Contract Services - Provider Ethics	129,620
Total Other Current Liabilities	\$211,776
Total Current Liabilities	\$230,056

## **Balance Sheet**

As of April 30, 2025

TOTAL LIABILITIES AND EQUITY	\$6,661,120
Total Equity	\$6,426,463
Net Income	-240,295
5900 Retained Earnings	154,330
3500 Unrestricted Funds	-282,902
3300 Temporarily Restricted Funds	1,302,679
3100 Permanently Restricted Funds	5,492,651
Equity	
Total Liabilities	\$234,657
Total Long-Term Liabilities	\$4,602
2770 Operating Lease Liability LT	4,602
Long-Term Liabilities	
	TOTAL

## Statement of Cash Flows

January - April, 2025

	TOTAL
OPERATING ACTIVITIES	
Net Income	-240,295
Adjustments to reconcile Net Income to Net Cash provided by operations:	
1240 Receivables	-34,413
1450 Prepaid Insurance	-118
1460 Prepaid Exp-Other	-356
2040 Accounts Payable (Bill)	8,170
2150 Accrued Expenses - Other	-2,425
Deferred - Contract Services - Earned	-8,998
Deferred - Contract Services - Provider Ethics	91,586
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	53,446
Net cash provided by operating activities	\$ -186,849
NVESTING ACTIVITIES	
1640 Furniture, Computers & Equipment	-1,972
1740 Accum Depreciation - Furniture, Computers, Equipmnt	1,234
1805 Flanigan Endowed Chair Investment	129,259
1806 Foley Investment Account	3,517
1807 Francis Family Endowment	28,549
Net cash provided by investing activities	\$160,588
FINANCING ACTIVITIES	
3300 Temporarily Restricted Funds	178,075
Net cash provided by financing activities	\$178,075
NET CASH INCREASE FOR PERIOD	\$151,813
Cash at beginning of period	120,336
CASH AT END OF PERIOD	\$272,150

#### HEADLINES FOR APRIL 2025 FINANCIAL PERFORMANCE

#### **REVENUE**

Through the month of April, actual revenue is \$295,420 and unfavorable to budget by \$281K. The primary variances are in Funds released from Restrictions which is unfavorable by \$70K due to the Ethical AI grant. Endowment Receipts is unfavorable to budget by \$117K due to Francis and Foley distributions. Provider Ethics Services are unfavorable \$15k primarily due to budgeting for new organizational affiliates. Donations-unrestricted is \$69K unfavorable to budget due to event income.

#### **EXPENSES**

Total actual operating expenses are \$402,116 which is favorable to budget by \$77K. Salaries, Benefits, & Other Employee costs are favorable to budget by \$41K due to open Francis positions. Professional & Contract Services are favorable to budget by \$6K due to timing of the budget for software development and legal fees. Supplies are favorable to budget by \$5K due to timing of the budget for ACP session costs. Conferences, Conventions, & Meetings are favorable to budget by \$14K due to budgeting for the annual event in April.

#### **OTHER INCOME**

Other Income includes \$96K in distributions from Flanigan and Francis Funds. These funds cover 2025 expenditures but do not reflect 2025 income based on GAAP accounting. Other Income is favorable to budget by \$90K primarily because endowment income was not budgeted.

#### **OPERATIONS THROUGH APRIL 2025**

Net unrestricted operating revenue over expenses is (\$106,696). Combined with the other investment income and distributions related primarily to Francis and Flanigan Funds, net income is (\$240,295), approximately \$114K unfavorable to budget.

# **Board Composition and Recruitment Matrix (adapted from CompassPoint Nonprofit Services)**

Survey Date: January 2025

Survey Date: January 2025	Survey Responses Prospective N														Mamhars										
		T -				-		-												_					
Note: Survey opens with question about	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	1	2	3	4	5	6
completing survey or not and the respondent's																									
preferred pronouns. These data will be kept																									
separate from anonymous reponses to the																									
remaining questions																		$\vdash \vdash \vdash$		$\vdash$	$\vdash \vdash$	$\vdash \vdash$	$\vdash \vdash$	$\vdash \vdash$	—
Skills / Competencies																						$\vdash$			
Business / Finance	Х	Х	Х	Х	Х					Х															
Clinical Practice		Х		Х		Х	Х																		_
Ethics / Bioethics		Х				Х	Х	Х			Х														_
Education						Х	Х	Х	Х	Х	Х														
Faith Tradition									Х																
Health Professions		Х	Х	Х		Х	Х			Х		Х	Х												
Human Resources					Х																				
IT / Technology			Х	Х																					
Justice Issues								Х	Х		Х														
Legal													Х		Х										
Marketing														Х											
Organizational Strategy and Effectiveness		Х	Х				Х		Х																
Research				Х				Х		Х	Х			Х											
Other													Х					'			<u> </u>	<u> </u>	Ш	oxdot	_
Intellectual Capital																									_
Nonprofit program design/evaluation						Х	Х		Х	Х															
Program Development					Х	Х	Х		Х	Х															
Educator/Academic						Х	Х	Х	Х	Х	Х	Х													
Public Policy				Х	Х						Х														
Business Development	Х			Х										Х											
Leadership development	Х	Х			Х		Х		Х	Х															
Social/Relationship Capital	Τ																								_
Fundraising/Access to resources	Х					Х			Х	Х															
National field/industry network				Х									Х												
Direct Services (bioethics or related)							Х				Х														
State-Level Field		Х																							
Other geographic region																									
Political/Reputational Capital																									
Corporate sector	Х	1	1	Х	Х			<del>                                     </del>		<del> </del>		1	-	<del>                                     </del>	<del>                                     </del>						${} {} {}$	$\overline{}$		-	_

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	1	2	3	4	5	6
Nonprofit sector		Х	Х	Х		Х	Х		Х	Х															
Government sector				Х																					
Higher Education						Х		Х		Х	Х	Х													
Philanthropy									Х	Х															
Respected community leader							Х			Х															
Ovalities												1											一	一	
Qualities																			$\vdash$	$\vdash$			$\longrightarrow$	$\dashv$	
Availability/capacity to serve			Х			Х	Х			Х				Х	Х					$\vdash$					
Facilitation						Х	Х		Х	Х	Х														
Team building/bridger		Х	Х		Х		Х		Х	Х			Х	Х	Х					$\vdash$					
Strategic with follow-through			Х		Х		Х		Х	Х				Х											
Mission passion/connection		Х	Х	Х	Х	Х	Х		Х	Х	Х		Х												
Financial contributor				Х	Х		Х		Х	Х				Х	Х										
Visionary/big picture thinker				Х	Х		Х			Х		Х							$\sqcup$						
Strong communicator	Х			Х	Х	Х	Х		Х	Х	Х	Х	Х	Х					Ш						_
Personal Demographics																							$\Box$	$\Box$	_
Please identify your gender and sexual orientation:																								$\dashv$	
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Age 18-29																							$\overline{}$	-+	
Age 30-49	Х																							-+	
Age 50-64		х	Х	Х	Х	Х	Х	Х	Х															-+	
Age 65-75										Х	Х	Х	Х	Х	Х									-+	
Age 76-85																								$\dashv$	
Age 85+																								$\dashv$	
I prefer not to say																								-+	
What racial or ethnic groups describe you?	Asian	Black	Cauc	aucasi	thines	ispan	ispan	White	white	White	White	White	White	White	/cauc	asian								$\dashv$	
I prefer not to say						- p																		$\dashv$	
What is your current religion, if any?	athol	Catho	Christ	Chris	Chris	Chris	but as	lewish	None	none	none	otesta	none	an Cat	holic									$\dashv$	
I prefer not to say																								$\dashv$	
Do you identify as someone living with a disability?	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No									$\dashv$	
Do you identify as someone living with																								$\dashv$	
neurodiversity	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No										
Are you a parent/guardian of child living with a									1										$\vdash$				$\dashv$	$\dashv$	
disability	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Yes										
I prefer not to say						1			1														$\rightarrow$	$\dashv$	
Have you ever served on active duty in the U.S.																			$\vdash$				$\dashv$	$\dashv$	
Armed Forces? (Yes)	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No										
I prefer not to say									1										$\vdash$				$\neg$	$\dashv$	
																							$\Rightarrow$		
Geography																			<b> </b>				$\longrightarrow$	<b>—</b>	
Kansas City/Midwest	Х	Х	Χ	Х	Χ		Х		Χ		Χ		Х		Χ	Х	Χ	Χ	Х						

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	1	2	3	4	5	6
Northeast						Х																			
Southeast														Χ											
Southwest																									
West										Χ															
National											Χ														



# Center for Practical Bioethics Board of Directors Meeting May 14, 2025

8:00 - 9:30 AM (Central) | 9:00 - 10:30 AM (Eastern) | 6:00 AM - 7:30 AM (Pacific)

**Location: In-person or Zoom Conferencing** 

**In-Person:** 9<sup>th</sup> Floor, Shalton Conference Room, Polsinelli PC, 900 W. 48<sup>th</sup> Place, KC, MO 64112 **By Computer:** <a href="https://us02web.zoom.us/j/9528298699">https://us02web.zoom.us/j/9528298699</a> **Preferred for document screen sharing.** 

By Phone: +1 646 931 3860 US or +1 312 626 6799 US (Chicago)

Meeting ID: 952 829 8699

#### **Minutes**

Attendance: Abiodun, Rob, Inmaculada, Alan, Darron, Tresia, Anita, Eva, Vickie, Maggie, Mike, Steve Staff: James

I. Call to Order Steve Salanski, Chair

#### II. Introduction of new Board member, Pastor Darron Edwards

Steve introduced Pastor Edwards. Pastor Edwards expressed elation about joining the board, and stated he has found the board to be inviting and warm so far. He shared that the board evaluation touched him as an indicator of the board working on improvement and being intentional about their actions. He leads the United Believers Community Church for 25 years. Darron stated he married his college sweetheart, and she is in public school administration. They have 4 adult children. Darron stated he is looking forward to seeing how he can assist the board.

#### III. Peer Sharing (Diversity, Equity, and Inclusion)

Steve noted that the introductory portion of the board retreat offered the opportunity for many members to cover items similar to the question we have been posing at board meetings. James will share those notes with the board as follow-up, and we'll have continued opportunity for peer sharing at future meetings.

#### IV. Committee Reports

#### **Finance Report**

Tresia Franklin, Treasurer

- **Vote**: Accept March 2025 financial statements
  - March 2025 financial statements

(Attachments 1-4)

Tresia covered the March 2025 financial statements. She noted that the Statement of Activities is structured to spread revenue and expenses over a 12-month period. Revenues are below budget expectations, as are expenses, and some of this variance is explained by timing due to the 12-month spread. Overall, despite being behind budget, we don't have any real surprises. She pointed to investment earnings, which were still positive for the reporting period, despite drops in markets – what will happen in the next period is still open. Overall, net income is off \$8,800. Cash is stable, and the amount is high largely due to the Harman grant dollars, which are restricted.

Tresia moved to accept the March 2025 financial statements on behalf of the Finance Committee; Eva seconded; no questions nor discussion; motion carried.

• Updated 2025 Budget document (information only) (Attachments 5)

Since we are still early in the fiscal/calendar year, a new budget document was created after onboarding a new staff member (Abby), and the CEO's increase. The budget document assumes increases in donations to offset these new expenses.

#### **Governance Report**

Maggie Neustadt, Chair

- Update: Board member recruitment (one open seat)
  - a. Board matrix to be reviewed for desired skills and experiences
  - b. Referrals are welcome

Maggie expressed excitement about adding Darron, but noted we have a vacancy to fill after Dr. Jones' recent resignation. Please send suggestions and ideas for board candidates. Maggie took the opportunity to thank Steve, Karen, James, and the other staff for the effort to organize and implement the board retreat.

#### **Resource Development**

Norberto (Rob) Ayala-Flores, Chair

Update: Tentative annual event plans

Rob stated he has met with Abby and asked her to dig in deeper into the donor database as a needed step. He expressed enthusiasm about having someone on staff to support events. Rob asked James to fill in some details on the tentative annual event plans. James stated we are looking to September 18, a Thursday, for a breakfast event, and the theme will be Breakfast of Champions. More details are forthcoming, especially after the venue is secured.

#### Francis Chair Search Task Force

Eva Karp, Chair

- Francis Chair search task force update
  - c. First interviews and process update

Eva stated that 3 of the 4 interviews are scheduled, starting next week. Comments about the possibility of the Chair living outside of the U.S. raised discussion about requirements, including visa requirements. James replied that he met with an employment attorney at Seigfried Bingham to discuss various requirements, and the anticipated independent contractor approach eases administrative burden considerably. Anita responded with personal experience of needing to receive appropriate visas to enter the U.S. for work purposes, which introduces some complexity, and Inmaculada cited the reduced likelihood of the award of some federal grants (e.g., research grants through the NIH). Rob stated that he has experience with hiring independent contractors residing outside of the U.S., and the process has not been especially onerous. James agreed that there could be added complexity, and we should take this into account as we proceed with the selection process.

#### V. Consent Agenda (Administrative Matters)

Board Meeting Minutes, March 12, 2025 Board Retreat Minutes, April 2025 Finance Committee Minutes, May 12, 2025 **Executive Committee Minutes** 

(Attachment 6) (Attachment 7) (Attachment 8 Pending)

Note: Executive Committee did not meet in April 2025

Governance Committee Minutes, April 4, 2025 Resource Development Committee Minutes, April 4, 2025 (Attachment 9) (Attachment 10)

For the consent agenda, Steve noted that staff presentations are posted and that minutes on the introductory discussion have been kept separate from the retreat minutes and will be shared with the Board.

Inmaculada moved to approve the consent agenda; Tresia seconded; no questions nor discussion; motion carried.

#### VI. Chair and President Reports **Chair's Report**

Steve Salanski, Chair & James Stowe

Board Retreat follow-up: Timing of Board and Committee meetings – comfort with considering different times

Steve discussed the possibility of changing meeting times to be more palatable to members joining from the West Coast. He suggested the possibility of surveying board members on alternative times to see if there were options that worked better, or if we needed to stick with the current times. Tresia suggested a survey should differentiate between full board and committee meetings. Inmaculada pointed out that with the current board makeup, this may affect only one committee. The potential to discuss committee times, among committee members, each year may be a feasible solution.

• **VOTE:** Approve 2025-2026 CEO Goals and Objectives

a. 2025-2026 CEO Goals and Objectives

b. ACP Project Strategy (2025 Pilot)

(Attachment 11) (Attachment 12)

Steve noted that as follow-up to presentation of the 2025-26 CEO Goals and Objectives at the retreat, we need to formally approve them. The ACP project strategy document, drafted by Gloria Anderson, was also shared.

Inmaculada moved to approve the 2025-26 CEO Goals and Objectives; Anita seconded; Eva asked what we were going to do with the ACP components and how do we move that forward. Citing pending conversations with Harman and Gloria, Steve recommended we table the ACP components for now, and revisit them for approval at a later date, albeit with fewer operational details and stay at the highlights/strategy level.

#### **President's Report**

- Ethical Al funding support: Funding opportunities and planning.
  - i. Patterson Family Foundation (submitted) hear-by date is August 2025
  - ii. Kauffman Foundation i. c. Stars KC is the lead applicant, smaller subcontract award to the Center
- University Health interested in agreement (Ethical AI and Ethics Services)
- Lawrence Memorial Hospital interested in expanded agreement
- Hutchinson Regional Health System interested in agreement

James provided an update on Ethical AI funding (both proposals have been submitted, and announcements will be made later in the summer.

He also provided an update on demand for contracted services, both in Ethics Services and Ethical AI, and added Midland Memorial Hospital (Midland, TX – in West TX) to the list.

Anita asked about the Center's involvement with AI development – has there been any involvement or interest by engineers or engineering teams, as she is aware that some have a requirement or desire to someone in ethics included on grant proposals, even if for a relatively small percentage of effort. She noted that some institutions may be looking for this support, and the Center could potentially be written into the application as paid members of the team or subcontracted for certain services. She mentioned she is often asked to provide an ethics perspective for a diagnostic tool or other piece in development/research. Anita outlined an example at UCSF where a part of a grant proposal to the Wellcome Trust indicated that if the applicant did not have an ethics person, the Trust offered to provide this match – it was seen as advantageous to be able to demonstrate that they were including an ethics person on the proposal.

James expressed enthusiasm about this prospect and invited any connections to individuals or teams who were designing proposals. It may also be feasible to become a referral organization for funders who are incorporating this requirement, like Wellcome Trust.

The meeting was adjourned.

### 8:00 - 9:30 AM (Central) | 9:00 - 10:30 AM (Eastern) | 6:00 - 8:30 AM (Pacific)

## **Upcoming Events:**

1. 2025 Annual Event

Dates: Tentative, Thursday September 18, 2025, morning (breakfast) event

**Location:** TBA

**Strategic Initiative Focus: TBA** 

**Board Book & Materials Link** 



# Center for Practical Bioethics Finance Committee Meeting Tuesday, July 8, 2025 8:00 AM

**Location: Zoom Conferencing** 

By Computer: <a href="https://us02web.zoom.us/j/9528298699">https://us02web.zoom.us/j/9528298699</a>

By Phone:

646 931 3860 US 301 715 8592 US (Washington DC) 312 626 6799 US (Chicago) 646 558 8656 US (New York)

**Meeting ID**: 952 829 8699

#### **Minutes**

Attendance: Tresia, Mike, Eva, Kathleen James and Tom Ross

#### I. Call to Order/Welcome

Tresia Franklin, Chair

#### Quick recap

The meeting reviewed financial statements and budget variances, with discussions focusing on revenue shortfalls, donation challenges, and funding issues for various programs including the Ethical AI team. The team addressed workload challenges and proposed hiring additional Ethics Services contract staff to handle new client engagements, while also discussing the need for budget adjustments to support these initiatives. The conversation ended with a vote to approve budget modifications for various programs and services, including development, events, and ethics services capacity.

#### II. Review Financial Statements

Tom Ross and James Stowe

• April and May 2025 Statements (*Attachments*)

**Vote:** Recommend acceptance of the presented financial statements (April and May 2025) to the full Board of Directors.

#### Financial Variance and Budget Review

The meeting reviewed financial statements for April and May, with Tom explaining that the \$86,000 unfavorable variance was primarily due to the lack of Sunderland funding for the ethical AI program and reduced use of Francis chair funds. Tresia noted that these issues accounted for most of the shortfall from what was budgeted. Tom also mentioned that the planned fundraising event had been delayed, which

contributed to a \$90,000 unfavorable variance in donations. Tom highlighted the \$50,000 favorability in salaries due to the open chair position.

#### **Budget Shortfall and Revenue Challenges**

Tom explained the budget situation, noting a shortfall of around \$125,000 in revenue, primarily due to delays in filling positions and timing issues with events. He highlighted a \$50,000 savings in salaries that offsets part of the revenue gap, leaving a net deficit of about \$75,000. James mentioned that the largest draw on funds is the Ethical AI team, and he will provide more information later. Tresia raised concerns about the provider ethics services being 8-10% below budget, which James attributed to timing issues and accounts receivable, but he noted the possibility of new contracts in the future.

#### Financial Update and Endowment Impact

Tom presented a financial update, noting that year-to-date income was flat compared to the previous year, with a gap of \$127,000 between income and expenses, which was better than anticipated. He highlighted the positive impact of \$155,000 in realized and unrealized earnings from endowment funds, which was not budgeted for, bringing the net income closer to budget. Tom also discussed the statement of position, mentioning cash in operating accounts and money markets totaling just under \$190,000, receivables of \$97,000, and the collection of \$84,000 since May, with no concerns about collectability. The meeting covered the status of a multi-year grant (Harman), which funds the Advance Care Planning program with annual payments of \$250,000, and discussed financial statements showing a slight increase in investment and endowment accounts to \$6.38 million.

Motion to accept the statements: Eva; Mike seconded; no questions nor discussion; motion carried

#### III. In-process audit update

Tom Ross and James Stowe

• Update of auditor activity/stage

The audit process was reported to be progressing well, with client prepared schedules submitted and review underway, with Tom anticipating the audit report before the next meeting. The conversation ended with a discussion about amending or updating the budget for certain items, which James was scheduled to lead.

### IV. 2025 Budget: Spending and Budget Update

• Event spending increase

During formulation of the 2025 budget, we anticipated the need for the new development role to identify specific spending for 2025 fundraising events. The staff and Resource Development Committee have been exceptionally cautious in avoiding new expenditures, but an additional \$12,000 in budget authority is requested to cover various expenses that will be required for high-quality experiences. These expenses should be offset by anticipated increases in donations.

James requested \$12,000 in additional spending authority for event expenses, which he expects to be offset by increased donations. Kathleen asked if this meant anticipating more revenue than budgeted, to which James confirmed and stated they were being conservative in their estimates. Tom provided a financial update, noting a \$90,000 unfavorable variance in donations, with a total gap of \$168,555 against the year-to-date budget, and emphasized the need for \$200,000 in additional donations to meet targets.

The team discussed the challenges of separating anniversary year donations from ongoing support in budget planning, with actuals in 2024 being significantly higher than the projected 2025 budget of \$67,000 for events. James highlighted concerns about the Bank of America grant, which was trending down after providing \$80,000 the previous year, and noted that the outcome would be known in December. Raghu and James agreed that events should primarily serve as marketing tools rather than revenue generators, with

Raghu suggesting a shift towards focusing on large donors and away from event-based fundraising.

- Ethical AI team extend through September
  - We anticipate a formal announcement from the Kauffman Foundation in the coming days (funding is expected!) – 2 year award, starting in the next month or two, with \$115,000 allocated to the Center (primarily, Lindsey's salary and benefits)
  - We expect to hear from Patterson Family Foundation in August, but the announcement date could shift
  - The CEO's recommendation is to authorize supporting the Ethical AI team through the use of the Foley Fund for 3 months of operations (up to \$42,814 in salary plus \$10,275 in fringe, totaling \$53,089.)

#### **Ethical AI Team Funding Discussion**

The team discussed funding for the Ethical AI team, which is not currently funded (other than draws against reserves). James requested an additional 3 months of funding using the Foley fund, bringing the total to \$53,089. They are waiting to hear from the Patterson Foundation, which could provide full funding for the team by January if awarded in August. James also mentioned a new Kaufman Foundation grant of about \$40,000 for 2025, which will help offset expenses but won't fully cover the team's needs until Patterson funding becomes available. The group agreed to keep the Ethical AI team operational while awaiting these funding decisions.

#### **Ethics and AI Funding Challenges**

The group discussed funding challenges for their ethics and AI programs, with Eva expressing concerns about throwing good money after bad. James noted increased interest but small cash outlays, suggesting caution and potential for contract-based services as time progresses. Raghu highlighted the impact of the "big beautiful bill" on rural hospitals, including potential closures and consolidation, while Tresia and James agreed to ride out the grant decision and take associated actions if it does not come through.

- Ethics Services team request one-time special draw from Flanigan Fund
  - New clients and a high referral volume indicates the need to enact our staffing plan for Ethics Services.
  - o The Flanigan Investment and Spending Policy allows for board approval to move the spending target up to 7%. The fund's value on June 27 was \$2,375,000. Our current annual draw is approximately 6% of the three-year rolling average and does not fully cover the Chair's expenses (we supplement with earned revenue and donations).
  - A special one-time draw of \$23,000 is requested to secure a part-time, independent contractor to serve as a Clinical Bioethicist In-Training. Any continued expenses in 2026 would likely need to be shifted to new earned revenue.

The meeting focused on addressing Ryan's workload challenges, particularly with new client engagements that require significant time. James proposed hiring a part-time bioethicist through a 1099 contractor for \$23,000 in 2023, with the expectation that new revenues in 2026 would cover this expense. The group discussed a total budget increase request of \$88,089, including \$12,000 for development and events, \$53,089 for the ethical AI team, and \$23,000 for ethics services capacity.

VOTE: Recommend authorizing a budget increase of \$88,089 to support the described areas and operations.

After clarification from Tom about the nature of the budget request, Mike made a motion to approve the adjustments, which was seconded by Raghu, no questions nor discussion, and the motion carried. The group agreed to discuss it further at the board meeting the following day.

### V. Adjourn

Next Finance Committee Meeting: Thursday, September 4, 2025, 8:00 AM Central | 6:00 AM Pacific | 9:00 AM Eastern



# Friday, June 13, 2025 8 AM Central | 9 AM Eastern | 6 AM Pacific

#### Minutes

By Computer: <a href="https://us02web.zoom.us/j/9528298699">https://us02web.zoom.us/j/9528298699</a>

Meeting ID: 952 829 8699

Attendance (**bold** = present)

Co-Chairs: Karen Johnson and Maggie Neustadt

Members: Abiodun Akinwuntan, Mitzi Cardenas, Anita Ho, Eva Karp, Inmaculada de

Melo-Martin

Board Chair: Steve Salanski

Staff: **James Stowe** 

#### 1. Note: April 4, 2025 Minutes accepted at most recent Board meeting

#### 2. Board Recruitment

a. Review Board Matrix

The Committee reviewed the matrix from January's survey. Highlighted characteristics are underrepresented, or may become so as members cycle off of the board.

Steve: Encouraged looking at people holistically. For example, could they provide finance acumen and also fill another priority area? Same for IT experience as well. Human Resources and Marketing are also important, especially in this moment, and HR is closer (to becoming a priority) because Tresia will roll off in a couple of years.

The committee discussed the various other characteristics that were lacking, including younger individuals. The occasional complexity of recruiting from the 85+ age cohort was noted; Anita pointed out that individuals in that age group may be more likely to be living with a disability or involved in the healthcare system, bringing potentially valuable lived experience.

There was discussion of an ad hoc or advisory approach to age representation as the 18-29 age group offers a unique perspective. Karen noted there is a lot of opportunity and green space here. She mentioned the Centurions program as a potential recruitment pool, and she noted that they have had a program to help place graduates in board roles in the region.

Eva noted that she and Mitzi have backgrounds in technology, as does Karen, and that this will be more and more important in the future.

The Committee asked that James share the matrix with the broader board and ask them for some input on candidates. Should we remove the highlights? Leave them but express our desire to find the best overall candidates – qualifications first, and then desire to fill holes in representation as well. Note that HR, Finance, and technology backgrounds are all important.

Anita may have someone to recommend who works in Chicago at Northwestern University – she works in data governance and AI development experience.

#### 3. Recommend 2026 Board Retreat Venue and Date

a. Staff recommendation is to repeat venue and general date of 2025 Board Retreat, if Liberty Hospital is willing to have us back.

Despite some technology shortcomings, primarily with how Zoom interacted with the Center's portable audio and video equipment, the space was convenient and accommodating. Anita reported ease of use for those traveling from out of town.

Karen offered the AAFP conference space as an option for consideration. James responded favorably to offering a venue in the southern part of the region. The AAFP building is easily accessible. Monica may follow-up to view the space and gather additional details.

For either Liberty or the AAFP offices, the Center has been exploring Teams for potential improved interaction with various technology stacks.

#### 4. Personnel Handbook Update

- **a.** Discuss need/desire to establish formal succession plan
- **b.** Virtual work policy
- **c.** Staff is meeting in July to discuss benefits and any experiences that we should weigh for 2026 changes

James described recurring administrative tasks, including the annual review of the Personnel Handbook. This year, he recommends reviewing a succession plan, which is a best practice for high-performing nonprofits. He has a template available from a colleague who serves on another nonprofit board with him. He will adapt this and send it to Governance for review.

Similarly, Mark Thompson recommended the Center develop a virtual work policy at the next handbook revision, given the lack of physical offices. The current policy addresses a hybrid work environment only. James will also draft a template of this policy for Governance review.

James also described initiating a review of the Center's insurance broker and approach to benefits. The staff will gather for a meeting in July to receive input and maximize transparency in the Center's approach to benefits.

Karen's background is benefits, and she can help with brokers – it has been a few years, but they still do a lot in the employer space. Even selecting a broker is hard. James thanked Karen for this offer and will follow up with additional information.

Next Meeting Friday, August 8, 2025 8 AM Central | 9 AM Eastern | 6 AM Pacific



# Center for Practical Bioethics Resource Development Committee Meeting June 4, 2025

#### 8 AM Central | 9 AM Eastern | 6 AM Pacific

**Location: Zoom Conferencing** 

By Computer: https://us02web.zoom.us/j/9528298699

By Phone:

646 931 3860 US

301 715 8592 US (Washington DC)

312 626 6799 US (Chicago) 646 558 8656 US (New York) **Meeting ID**: 952 829 8699

> Attendance: Rob, Ed, Steve Staff: Abby, Trudi, and James

#### **Minutes**

I. Call to Order/Welcome

Rob Ayala-Flores, Chair

II. 2025 Events Update

Abby Gast-Watterson and Trudi Galblum

- A) Annual event: Breakfast of Champions, September 18, 2025
  - Event overview

Doors open at 7:30; done for sure by 9:30; College Basketball Experience – a lot of bells and whistles that will go well with the theme of champions; buffet breakfast – cheaper ticket prices and more casual vibe for the whole event – this fits in well to the overall experience. We have access to the facility for the entire morning (up to noon); people can stay to enjoy the museum and games, if they are interested.

- Note: Not using a guest speaker
  - o Recommended best practice is to use CEO and Board Chair (or similar)
  - Identifying and promoting awardees (see Flanigan below)
    - 1. Ethics Champions

Trudi and Abby watched a best practices for a fundraiser – they suggest no guest speakers, no auctions, you use people who are directly involved in the org. as the speakers. That means CEO, Board Chair/Board rep, and a beneficiary.

Rob likes the approach – likes the buffet; likes that it is a low-key event; from a donor perspective, you like to see how a nonprofit is using their money wisely – no big to-do, but being true to their values. He also likes how it is open for the rest of the morning – is there something to do if you want to stay afterwards. The downstairs area is a sort of lounge, with a presenter desk (like a news desk).

James mentioned this is a great time to experiment and to challenge assumptions.

Steve spoke in support of that – that lacking our high-dollar speaker at the 40<sup>th</sup>, many people expressed high interest in our program leads speaking. He would hope this would be similarly well received; he also likes inviting people to stick around and tour the CBE for several hours. This is a nice benefit for people who attend.

Ed – a lot of the time you have people go somewhere that is in their backyard that you haven't explored, it really makes a big difference.

Trudi stated that we really need to lean into the program – rich content about what we do. We need to think real strategically about how this event is going to raise money.

The first point, yes, what we do for new people, what is the essence, the content needs to reveal why they want to support CPB. Secondly, depending on who shows up, some of them want to relive the glory days – do you want to shoot a hoop – 5 balls for \$50 – how do we leverage the environment for fun and fundraising.

Abby agrees and is thinking it would be pay-to-play; we are pivoting to Givebutter for the app, which has a nice interface for ticket sales. Laying out specifically where your dollars will go – if you donate \$40 will buy 15-minutes of ethics consultation; \$80 for 30 minutes, and so on. We can lean into we've been in this business for over 40 years.

The most emotional ways about what that means – throw in little things throughout the scripted event that can tie back to our goal.

Rob likes the thought of how it helps families – when you talk about \$x buys you this many minutes, it feels a bit transactional. How it helps others feel good about their decisions. Trudi suggests we can translate the hours into people. Steve emphasized the need to tell stories.

How many people? 250 is the top number.

Rob believes he has a sponsor in mind – who would fit well with KC – Charlie Hustle – goes well with basketball theme.

Awardees – ethics champions at this event; Vision to Action at Flanigan. Steve asked about the difference? Trudi stated Ethics Champions was the theme for the 2020 dinner, which was canceled due to Covid. These are internal champion people – more "on-the-ground" ethics work. Vision to Action is older, given since 2008 – donor, board chair, partner in the community. Multiple ethics champions? Abby believes we should honor one person, primarily, unless we do something special to feature all of our partners. Trudi thinks we need some criteria for that. Steve has some ideas on who has been involved in ethics committees and who has been doing the work.

As we vet these awardees, we will bring back finalists to this Committee to have input.

Trudi wondered if we have a milestones document, including deadlines, to help inform about marketing activities, writing exercises, etc. Abby will put this into process.

We had a wrench thrown at us this week – Linda Hall pulled back due to a stringent restriction to science and technology topics for their lectures. Dr. Patrick Smith is who we are honing in on – final details only remain; Steve sent an email about St. Joseph hospital because Sister Rosemary was a leader – we've almost always had it there.

A possible place, if we are looking for a nice place, with audio and everything is St. Teresa's Academy (Rob's wife is the Director of Facilities there; and on a leadership team); he could ask about this.

How many people? We are thinking between 100-150; they have a very nice auditorium. This is a beautiful venue, with excellent parking, etc.

- C) Events budget note
  - Anticipated need for additional spending to support events
  - A request will be submitted to the Finance Committee to review

James will carry forward this item with the Finance Committee.

D) Board "match" idea

Steve and Rob were okay with this; it will count if people were on a multi-year pledge

#### **III.** Donor Cultivation

Abby Gast-Watterson and Trudi Galblum

A) Young Professionals VR event, August

Abby is working to find up to 55 young professionals, working with young professional groups around time; Goal is to provide a networking space, and to create a pipeline of people who are aware of our name. 30 minutes networking; 30 minutes presentation by Lindsey about the Center, specifically AI; and to push them to the fall fundraiser – accessible price for the ticket (come to the event or help us with sponsorship idea).

Cost will be largely offset by ticket sales, so not a big financial dip.

Rob wants us to consider young professionals – there is a particular group of young Latino professionals. Hispanics and Latinos look at health and healthcare differently, and this is a very strong group.

Another group – KC AdClub – the advertising agency is a young group, generally. 40 under 40 from Ingram's magazine.

Rob has personal connections to Latino young professionals group; and sits on board for KC AdClub.

Title: AI and IPAs; 2 hour event – 30 minute networking and get drinks; 30 minute presentation; 30 minute play the games; the look and feel of that invitation could be AI influenced.

B) Donor appreciation: ideas on hosting an event?

Loving on the donors we already have; small-scale house party of sorts – one of our Board member's homes, if appropriate; or, a connection at their office in a nice meeting space. December – holiday era weeknight gathering. Trudi says these are great, really good, but hard to get people to volunteer their homes. 40-50, depending on the home, counting the board members.

Rob is wondering about a donor profile overview that could be presented to the Board. When he thinks about cultivation, and even pitching to prospective people, who gives to the Center – tell him more about this.

Maybe present this work in progress at the next Resource Development Committee. Maybe include some projections and goals to diversify our donors. Bequest donations – think about this – part of this is the cultivation of those people because the window to keep them involved is a long duration.

#### **IV.** LinkedIn activity concept

James Stowe

James described this activity; Rob, as a Board member, "what do you want me to do?" Rob thinks this is great, as it gives a way to jump in.

Some board members will not be active on LinkedIn. Steve suggests we talk about this as a report from Resource Development – maybe we could have Rob be an example to show what would occur, and that would help Board members prepare for the September meeting.

#### V. Adjourn

Next Committee Meeting: August 6, 2025 (8:00 AM, Central)