

SPOTLIGHT

BOARD OF GOVERNORS MEETING

NOV. 22-23, 2024

UPDATES

Hurricane Helene Relief Efforts

Western Region Representative Cliff Johnson and Retiree Council Chairman Jamie Robinson updated the board on SEANC's relief efforts after Hurricane Helene. They reviewed a timeline of SEANC's efforts, which began before the storm left the area.

We activated SEANC Cares to start handing out relief. Johnson and Robinson drove to as many places as possible to assess the needs and make contacts.

Johnson played a video of the massive effort at Black Mountain NeuroMedical Treatment Center to distribute goods to those in need. He also showed pictures from SEANC's distribution at Mountain View Correctional Institution, where First Vice President Wendell Powell made the trip to help out.

Robinson commended the staff, particularly Western Member Relations Rep. Adam Winebarger and Public Education Liaison Brad Langhans, for their hard work in gathering and delivering the goods. Johnson thanked the board for supporting the effort as well.

District 5 Chairman Willie Jobe shared his own experience through the flood. His property received heavy damage, particularly his farming equipment. Several of his neighbors lost their homes and even their lives.

Johnson reminded the board that the relief effort is ongoing. "It's not over. It's a marathon, not a sprint. There will be needs in the area for years to come."

LEADERSHIP REPORTS

First Vice President's Report – Wendell Powell

- President Kirk Montgomery had an emergency surgery earlier in the week and is recovering.
- Hurricane Helene relief efforts: We are communicating with our members, other organizations, and state facilities to learn their needs so that SEANC can put together a proper response and provide assistance where needed.
- President Montgomery and Powell joined the lobbying team. They talked to legislators who returned to Raleigh for a disaster relief session in October to discuss their plans to assist state employees and retirees.
- I attended meetings such as the Statewide Membership, One Voice Barriers to Bridge Conference and NC Correctional Association Conference. The planning committee will meet in January via Zoom.

Second Vice President's Report – Emily Jones

- Jones attended many events throughout the state, including the J. Iverson Recruitment Event, the NCOAC Trunk or Treat Event, and the NCCA Conference.
- During the events, state employees and retirees learned about the importance of SEANC membership, and new members were recruited.
- Jones encouraged everyone to support and participate in legislative events – Be the voice for our members.

Past President's Report – Martha Fowler

- Fowler attended several meetings and events including Chancellor's Cup Golf Tournament, Membership Committee, Retiree Council, Retirement System Board of Trustees quarterly meeting, NC A&T State University Employee Benefits and Wellness Fair and NC Coalition on Aging.
- She also serves as Officer Liaison for Bylaws Advisory, Growth & Expansion, Investment Advisory, Retiree Council, Scholarship and is Chairwoman of the Past Presidents.



LEADERSHIP REPORTS

Treasurer's Report – Stacie Crabtree

Crabtree reviewed the final budget for the fiscal year that ended on Sept. 30, 2024.

She attended multiple committee and district meetings since the last BOG meeting.

Reminder: Reimbursement forms need to be submitted within 30 days of an event. Please specify what your travel reimbursement was for in the comments section. No stapling. Do not round up on your mileage.

Executive Director's Report – Ardis Watkins

Watkins reviewed two efforts SEANC has worked with the State Employees Credit Union to help members.

- The State Controller has decided not to pay employees on Dec. 20 this year. SECU has created a loan program to help employees bridge the gap by borrowing up to \$1,000 for a 6-month term at 5.0% APR. Details can be found on the SEANC website and in the SEANC Scoop.
- We also attempted to set up a program for employees to donate funds to other employees affected by Hurricane Helene. SECU and SEANC developed a plan together, but the State Office of Human Resources opposed it, and it did not work out.

Watkins said we are facing the "perfect storm" of heading into the upcoming budget debate.

- Because of the election results, the Presidency and Congress will be of the same party and have already said they will make drastic cuts to spending on everything. Those costs are going to be shifted to the states.
- The legislature just spent \$468 million on vouchers for private schools.
- Hurricane damage is expected to top \$60 billion.
- The State Health Plan is facing an operating funds shortfall over the next three years.

Watkins said the outlook for revenue is dire. We will fight to stop job cuts, especially those positions that are currently unfilled. Pay increases will be difficult this year as well, but we will fight for them as always. She also discussed the new State Treasurer, Brad Briner, who has publicly stated that he thinks retirees are "crowding out other priorities" in the state budget.

Luther Sales has folded after its leader died unexpectedly. SEANC is taking steps to protect our members who have accounts and those who have yet to receive their goods.

COMMITTEE REPORTS

Audit – Alicia Simpson Warren

- The committee met on September 26, October 31, and November 13. The Subcommittee met on November 7 to develop policies and procedures for districts' use of Square.
- The board approved policy and procedures for district use of Square. All treasurers, secretaries, and district chairpersons will be required to undergo mandatory Square user training.

Awards – Marie Tate

- 2025 nomination forms will be available online (seanc.org/awards) in mid-March
- Members interested in submitting 2025 nomination forms can reference the 2024 forms until the 2025 forms are available.
- Award recipients are not eligible to succeed in the same category two years in a row.
- Members may not nominate different individuals in multiple categories per year.
- The deadline for awards nominations is the Saturday of the July 2025 BOG meeting at 5 p.m.
- The next Awards Committee meeting to finalize the 2025 award nomination forms is via Zoom on Feb. 4, 2025.

Benevolence – Deborah Fleming

- Please send pictures for the memorial presentation to jowens@seanc.org.

Bylaws – Kim Martin

- Committee will meet in January.
- Updated district bylaws are due in the central office by December 1.



COMMITTEE REPORTS (CONTINUED)

Connections – BK Garrett

- We have received some applications, some of which were not catastrophic losses or needed to be completed.
- Many people won't get power back until January. We expect more applications to roll in at the beginning of the year.

DHHS Study – Kathy Merritt

- The committee has actively participated in many monthly NCDHHS meetings via Zoom.
- The committee has collaborated with DHHS leadership to provide supplies and assistance to employees affected by Hurricane Helene.
- Upcoming meetings: Kody Kinsley, Mark Benton, Kelly Crosbie and legislators.
- If you would like the committee to attend an event at a DHHS facility, contact Lynn Cote, Suzanne Beasley, or Kathy Merritt.
- Concerns/like to participate on the committee? Contact Kathy Merritt at 919-738-8729 (cell) or 919-947-9130 (work/desk).

Emerging Leaders – Tracy Webb

- The convention's Pink & White Affair event raised \$851 for the American Cancer Society.
- Assisted SEANC with Hurricane Relief efforts.
- The committee met via Zoom on Nov. 20.
- SECU House and Ronald McDonald service day will be Dec. 14.
- Adopt-A-Highway project: Jan. 4 and Feb. 15.

EMPAC – Mark Dearmon

- Election - We endorsed 130 candidates and 123 emerged victorious, marking an impressive 94.6% success rate.

Transition to 2025-26 Election:

- Junior Hulen will become the State EMPAC Chairman on Jan. 1, 2025.
- The State EMPAC Committee will meet sometime in January to elect a state EMPAC Vice-Chair, discuss fundraising and begin planning the 2026 election. Between now and then, current area chairs are responsible for holding a meeting to elect an area chair and vice chair.

Growth and Expansion – Charles Streeter

- The committee will hold its first meeting in January.

Insurance Board – Janice Smith

- The IB committee met on November 6 and welcomed three new members - Gracie LeSane, Sidney Sandy, and Rebecca Martinez-Johnson.
- An updated IB Directory has been distributed to the District Chairs. Please refer to this directory to contact the committee member who is assigned to your district. Invite the representative to your district meetings.
- Educational Sessions will be held on the first Tuesday of each month from December to May and August. The next one is on December 3. The registration link will be emailed to everyone.
- The IB will meet on February 12 via Zoom.

Investment Advisory – Chevella Thomas

- The committee is meeting soon to finish creating an investment policy.

Membership – Cliff Johnson

- Recruitment Incentives - \$10 per member until Feb. 2025 BOG meeting. Must have a minimum of two members to submit an incentive form. Yule Love Incentive until Feb. 20. Each SEANC member that recruits at least one new member will be entered to win a SEANC swag basket and \$100 gift card.
- The "What has SEANC done for me?" document is being revised to include wins, retentions, and other important activities for the 2024 calendar year.
- Please stress to your district membership the importance of having their contact information correct and up-to-date.
- Member Recruitment Training is postponed until after the first of the year.



COMMITTEE REPORTS (CONTINUED)

Policy Platform – Rashia Norman

- Policy Platform will meet on the following dates:
 - January 28 (location TBD) - Advisory 10 a.m.; Statewide 1 p.m.
 - April 29 (Virtual) - Statewide 10 a.m.
 - July 17 (In-person) Advisory 10 a.m.; Statewide Noon

Prison Reform – Deborah Harney

- Committee will meet in early December. Plan to produce a new whitepaper focusing on retention.
- New policy platform on staff wellness.
- Host a conference.

Public Education – Mark Dearmon

- If you have a community college in your district, contact your Member Relations Representative to help set up a membership event.
- Join the committee! If you have an active education employee in your district who would like to join the committee, contact Dearmon at education@seanc.org.

Retiree Council – Benny Brigman for Jamie Robinson

- The Retiree Council met on Nov. 7
- The Council is working with Government Relations and EMPAC to gain access to the VAN or other database to identify members who have recently retired.
- Thank you to Council members Phyllis Fearington, Angela Lyons and Martha Fowler for attending the Oct. 24 TSERS quarterly meeting on Oct. 24.
- Thank you to all of the districts that held Retiree Forums since January 2024.
- Listen to SEANC Podcast and encourage others to listen.
- Encourage anyone retiring to call the SEANC Office. All retirees have access to SEANC insurance products and we do not want their membership of insurance to lapse after retirement.
- The next Retiree Council meeting is Feb. 13.

Scholarship Foundation Board – Nicole Hunter

- Scholarship Foundation Board met on Sept. 18 and Oct. 23.
- Dec. 31 is the deadline to submit the names and emails of district individuals who will judge 2025 scholarships.
- All district chairs need to let Nicole Hunter know ASAP, how many tickets your district would like to receive.
- Motorcycle fundraising event will be held on Sat., April 19. \$25 for riders, \$5 for passengers. (Details in the Post-BOG packet)



MOTIONS

- **Passed:** To approve and accept the Board of Governors' meeting minutes of
 - Wednesday, September 4, 2024
 - Saturday, September 7, 2024
 - Wednesday, October 9, 2024
- **Passed:** To approve and accept the SEANC Convention Minutes, with revisions, of Thursday, September 5, 2024 – Saturday, September 7, 2024.
- **Passed:** To approve and accept the Treasurer's Report.
- **Passed:** That the Scholarship Board pay the \$15,000 that is available in the Scholarship funds for the 2019 – 2021 audit and that the Board of Governors will forgive the remainder of the difference owed to SEANC for the audit. Note that SEANC has already paid the invoice for the Scholarship Audit. This is to address the monies owed to SEANC to reimburse for the Scholarship Audit.
- **Passed:** That SEANC issue three resolutions to show appreciation for work provided for Hurricane Helene Relief to: (1) Anika Harper, (2) Black Mountain Neurological Medical Center, and (3) Mountain View Correction Center.
- **Passed:** To accept and approve the Square Utilization Policy:
 - A district that is currently more than 60 days delinquent in their monthly financial reporting is not eligible to initiate use of Square for receiving funds.
 - Only those individuals that are bonded with the district may have login access to the Square account.
 - For proper documentation and tracking, districts are required to use the Item Library features to track each type of fundraising activity separately.
 - Districts must opt for the default – automatic funds transfer option of 1-2 business days.
 - Two-factor authentication must be used on all electronic devices on which the Square account may be accessed.
 - Users must sign out from Square on all devices when Square is not in use.
- **Passed:** To change the Executive Director's annual performance timeframe from May 1 – April 30 to the SEANC fiscal year (October 1 – September 30).

NEXT BOARD OF GOVERNORS MEETING IS FEB. 21-22, 2025

