

# SPOTLIGHT

BOARD OF GOVERNORS MEETING

FEBRUARY 20-21, 2026

## UPDATES

### SEANC plans Lobby Day for May 6

SEANC's Government Relations Department is planning a lobby day for active and retired members on May 6 at the legislative building in Raleigh.

The lobbying team will accompany members around to meet various legislators and impress upon them the need for a state budget that includes pay raises and cost-of-living adjustments.



We need a big turnout to make our voices heard! Details on registering and the day's schedule will be in The SEANC Scoop once finalized. For now, make plans to visit on May 6!

#### **Guest Speaker** - State Auditor Dave Boliek

State Auditor Dave Boliek joined the board meeting by Zoom to discuss his recent report on lapsed salary funds created by vacant jobs throughout state government.

He accused agencies of using lapsed salary funds to "pay other bills" and said some positions are intentionally vacant.

He said others are hard to fill, such as correctional officers, healthcare, and highway patrol, primarily because of the starting salary.

He told the board "if a position has not been filled in 5 years, it will probably not be filled."

#### **Boston Mutual Special Open Enrollment**

The Insurance Department is working with Boston Mutual on offering a Special Open Enrollment Period soon. During this time, members will be allowed to sign up for a term-life policy with guaranteed coverage. Current enrollees will also be allowed to raise their coverage up to \$200,000.

#### **Convention** - Brenda Johnson

- The Convention is scheduled for Sept. 9-12 in Greensboro.
- The theme is "Excellence in Action: Shaping Tomorrow Today."
- This year's Community Service project will benefit the Lupus Foundation.
- There will once again be a Thursday night Gospel Sing.
- We are currently working on breakout sessions.



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## LEADERSHIP REPORTS

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### **President's Report** – Wendell Powell

- Powell attended the following meetings: Executive Committee, Audit, Planning, Insurance Board, Membership, Growth & Expansion, Retiree Council, Emerging Leaders, and Building Committee.
- Powell has formed a Convention Committee to develop a formal proposal and a step-by-step roadmap for transitioning to a bi-annual convention format.
- Powell met with Labor Commissioner Luke Farley and his Chief of Staff on Jan. 20 to discuss the critical vacancies across state agencies and explore collaborative ways to better serve and protect state employees. On Jan. 29, Powell participated in Farley's Heat Advisory Council which addressed worksite safety and analyzed the impact of new federal labor laws on our state operations.
- Powell was interviewed by NC Health News about vacancy rates at prisons
- On Feb. 7, Powell participated in the Special Olympics Polar Plunge, proudly representing both SEANC and Harnett Correctional to support the Special Olympics.

### **First Vice President's Report** – Emily Jones

- Jones attended several events and attended many meetings: Executive Committee, DOT, New Hanover Probation Retiree, ELC, Growth and Expansion, Membership, Planning, and WAGE.
- She encouraged districts to be strategic in planning meaningful events.
- Recruiting Tips: To recruit younger members, keep things concise and to the point. They are results oriented, preferring non-fiction podcasts with actionable advice to make their lives better.

### **Second Vice President's Report** – Stacie Crabtree

- Crabtree has attended several committee meetings and events since the last board meeting.
- She encouraged members to remember that they can always go to the legislature on their own to lobby.
- Let Crabtree know if you would like her to attend your meeting or event.

### **Treasurer's Report** – Timothy Morgan

- Morgan reviewed the final 2025-2026 budget which is on track for the fiscal year.

### **Past President's Report** – Kirk Montgomery

- Montgomery thanked the board for supporting him through his recovery from knee surgery.
- He has attended several committee meetings via Zoom.

### **Executive Director's Report** – Ardis Watkins

- Watkins discussed State Auditor Boliek's report on lapsed salaries and vacancies. She said the report will likely be used by lawmakers to justify huge vacant job cuts.
- State government has increased its workforce by less than 1% since 2009, while the state's population has increased by 19%, around 2 million people, in that time. This has led directly to decreased public services for taxpayers, while state employees are overworked in dangerous conditions.
- Boliek's report left out the fact that thousands of vacancies cannot be filled because of statute since a state budget has not passed.
- When asked during the SEANC podcast how she uses lapsed salary funds, DAC Secretary Leslie Cooley Dismukes said the department must use it to keep the lights on, and still wound up \$82 million short last year because the state did not budget enough to run it. Division of Juvenile Justice Director Billy Lassiter said he has to use lapsed salary funds to hire temps to adhere to federal mandates on staffing.
- The Finance Department is gathering information to complete 990s for FY2025.
- Please contact the Finance Department before conducting any fundraisers. This is necessary to ensure your district is complying with all tax and reporting requirements.
- Square payment platform training: March 18 at 1 p.m. via Zoom. If your district wishes to use Square, at least one person with access to your district's bank account is required to attend a training.
- Financial reports and MAD invoices must be paid by the due dates. In accordance with SEANC Bylaws and Operations Manual, late reporting or failure to pay invoices may result in district rebates being withheld.



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## COMMITTEE REPORTS

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### Audit – Alicia Simpson Warren

- The committee is currently working on audits for Districts 58, 28, 11, 10 and 6.
- It is policy to submit your district financial reports to the SEANC office each month. Failure to do so will result in possible withholding of district monthly rebate payments.
- District Audit Liaison information is in the BOG post-packet. Committee members are reaching out to District Chairs and Treasurers to assist.
- **Policy enacted on fundraisers: 8.4.2. District Fundraisers:** *To ensure district fundraisers are in compliance with all tax reporting and internal control requirements, districts are required to obtain approval from Chief Financial Officer prior to conducting any fundraising activities. Requests for approval must be submitted on the current forms provided by the Finance Department.*
- Contact Warren at 252-714-7818 or email her at alicia040679@yahoo.com with questions or concerns.
- Next meeting is March 5 at 5:30 p.m. via Zoom.

### Awards – Pam Hailey

- 2025-26 nomination forms are available on the SEANC website (seanc.org/awards). Electronic submissions of all awards with the exception of District of the Year Award are encouraged.
- District Chairs and Awards Chairs interested in attending an Awards Training in April via Zoom should contact their Awards Regional Representative no later than Fri., March 6.
- Monetary awards during Convention: Distinguished Service - \$300; Member of the Year - \$200; District Chairperson of the Year - \$200
- Nomination Form Deadline: 4 p.m. Friday, July 17 (Friday of the July BOG meeting). District of the Year scrapbooks must be given to Beth Dew no later than Friday, July 17.
- The Awards Judging Meeting is scheduled for Thurs., Aug. 6 beginning at 10:30 a.m.

### Benevolence – Deborah Fleming

- Fleming sent more than 170 cards to members who have passed since Oct. 1, 2025. She received approximately six "return to sender."
- Please send information on members you know have passed, including address, to seancbenevolence@gmail.com.

### Building – Janice Smith

- A new access control system has been installed, tested, and is working.
- Restoration has started.
- Nine rooms tested for microbial growth (several moisture entrance points contribute to microbial growth), and drains and toilet pipes in two bathrooms must be cut to level flooring.

### Bylaws – Kim Martin

- One of the committee's main goals is to work with the districts to ensure their district bylaws are updated and in line with the state bylaws.

### DHHS Study – Stephanie Nmashie

- The committee discussed the need for enhanced visibility and awareness of the committee to ensure SEANC members are informed on the purpose, function, and current vision underway.
- SEANC DHHS Email Account (highlighted in the Scoop) – Issues shared so far are pay schedule inquiries, additional school nurse appropriations, and high insurance rate pricing concerns.
- Preparation for the 2026 DHHS Study Survey is underway.
- Chair Nmashie attended the January DHHS Joint Legislative Oversight Committee on Medicaid meeting and met with DHHS leaders and lawmakers. A Study Committee representative will attend the next Oversight Committee on Medicaid scheduled for March 10.



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## COMMITTEE REPORTS

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**Emerging Leaders** – Tiffany Vaughn

- The committee discussed how to better engage participants without traveling to Raleigh during its recent meeting.
- Valentine's Day projects: (1) partnering with nursing homes (2) SECU house donating essential items
- Hosted a "Get to know SEANC" session that included topics such as history, EMPAC, membership benefits, and pathways to leadership

**EMPAC** – Junior Hulen

- Members are encouraged to review the updated Area and District EMPAC Member Email Chart.
- EMPAC will not endorse candidates in the 2026 primary elections.
- Suggestions or questions? Email Junior at m.hulen@hotmail.com.

**Growth & Expansion** – Alexandra Kaulback

- Working on Convention scholarships, virtual district, and ways to get people involved and excited.

**Insurance Board** – Amy Robinson

- The training and marketing strategy for AFLAC Accident and Shadow Lake (property and casualty) were discussed at the committee's recent meeting.
- The IB Strategic Plan was reviewed extensively and endorsed.
- Three educational sessions have been held thus far. The next session is 6:30 p.m. March 3 via Zoom featuring MetLife products. Registration for the session will be available in the Scoop Friday, Feb. 27.
- The committee held a Zoom mentoring session for our newest members.
- Look for an upcoming insurance products survey.

**Investment Advisory** – Angela Lyght

- The committee has experienced participation challenges over the past several months. The goal is to have a re-engaged committee prior to the next BOG meeting.

**Membership** – Jamie Robinson

- The committee met on Feb. 16 via Zoom
- Recruit, recruit, recruit!
- Membership incentives needed! Districts are encouraged to come up with district-level incentives to attract potential members.
- Since the November BOG meeting, SEANC has conducted over 50 New Employment Orientations and has held 45 district membership events.
- The committee will be discussing special incentives and contests for membership recruitment. Stay tuned for further information.

**Policy and Oversight** – Cliff Johnson

- SEANC has updated tables for pay raise and cost-of-living increases on the website under "Advocacy". This is useful in recruiting.
- The "What has SEANC done for me?" page has been updated.

**Policy Platform** – Kelly Russell

- Based on the Policy Platform Communication Preference Survey results, the committee will proceed with email updates for ongoing business.
- District Chairs, please send your district's Policy Platform Chair's name and email address to Russell at kellyrussell1971@gmail.com, and copy Jacqu Hedgepeth at jchatman@seanc.org. The goal for this request is to ensure all district representatives are prepared for the upcoming annual meetings.
- A Zoom meeting is scheduled for March 11 at 6 p.m. to ensure that all districts are properly updated and that members have the necessary information. A meeting invitation with the link will be sent out soon.



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## COMMITTEE REPORTS

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**Prison Reform** – Deborah Harney

- Principles for Building a Best-in-Class correctional Staff Wellness Program was released in January by One Voice United. It is a living document developed with the input of thousands of correctional staff and fine-tuned by clinicians and professionals.
- The Prison Reform Committee will review the document and follow step-by-step on how to implement these principles with the existing DAC wellness program.
- National Medal of Honor - Nominate a well-deserved co-worker in Corrections or Probation & Parole. Submit a brief description to DeborahHarney@gmail.com no later than February 28.

**Public Education** – Mark Dearmon

- SEANC attended over 45 school district back-to-school events last August. We collected contact information for over 1,300 public school employees as a result of our Amazon Gift Card Giveaway.
- SEANC may be a sponsor for the NC Community College Conference in October.
- For more information, see the committee report in the post-packet.

**Retiree Council** – Benny Brigman

- The Council met on Feb. 12 via Zoom. A retiree e-newsletter after each meeting will be emailed to each retiree.
- Cliff Johnson is Council Vice Chairperson. Spillman Grice has taken James Vaughan's seat in the East.
- Council is requesting all districts to hold Retiree Forums.
- Retiree Council Operations Policy & Procedure Manual amendment: "No district shall have more than one member serving the Council at one time. Exceptions to this rule shall be at the discretion of the Council Chairperson, when no qualifying members are nominated and elected at Convention and the ad hoc members are appointed by the Chair."
- Next meeting will be with the Insurance Board and is in-person beginning at 10 a.m. on May 5 (the day before Lobby Day). The location will be announced later. Encourage your Retiree Chairs to attend.

**Scholarship** – Nicole Hunter

- The board will meet at 9:30 a.m. on Feb. 26 via Zoom.
- Raffle tickets were distributed to the districts. If your district needs additional tickets, contact Daisy Stancill at dstancill@seanc.org
- Scholarship Training - March 26 from 3-5 p.m. via Zoom.
- Bowl-a-Thon & Silent Auction - July 18 from 1-3 p.m. at Buffaloe Lanes North (5900 Oak Forest Drive, Raleigh, NC 27616). Details will be available on the website.

**SEANC Cares** – Carl Elliott

- The committee assisted Emerging Leaders Adopt-a-Highway in January and February
- Elliott collected toiletries & food and took to SECU House in Chapel Hill.
- The committee is collaborating with Growth & Expansion to sponsor an event.



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## MOTIONS

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- **PASSED:** A motion to adopt the Board of Governors' Agenda for Friday, Feb. 20, 2026.
- **PASSED:** A motion to accept and approve the Board of Governors' Meeting Minutes of Friday, November 21, 2025 – Saturday, November 22, 2025.
- **PASSED:** A motion to create a new 8.4.2 Section in the SEANC Operations Manual to read: To ensure district fundraisers are in compliance with all tax reporting and internal control requirements, all districts are required to obtain approval from the Chief Financial Officer prior to conducting any fundraising activities. Requests for approval must be submitted on the current forms provided by the Finance Department.
- **PASSED:** A motion to approve the updated/modified Retiree Operational Policy/Procedures Manual.
- **PASSED:** A motion to approve renewal of the contract with the Koury Convention Center and Hotel in Greensboro for 1-3 years.
- **PASSED:** A motion to approve the policy on the SEANC Mascot to be placed in the SEANC Operations Manual as part of the State Membership Committee Policy/Procedures Manual.

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**Next BOARD OF GOVERNORS MEETING is MAY 15-16, 2026**

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