

# SPOTLIGHT

BOARD OF GOVERNORS MEETING

JULY 18-19, 2025

## UPDATES

### Guest Speaker - Staci Meyer, Director of OSHR

Office of State Human Resources Director Staci Meyer visited the board meeting on Friday to discuss the many changes her office is making to improve and modernize state employment and hiring.

She said that in many ways, the state is still operating as it did 40 years ago, but times have changed. Technology has transformed every aspect of government, and she is working to transform OSHR to keep up.

She praised the passage of Senate Bill 124, a bipartisan effort to streamline and modernize the state hiring process. It can take up to six months for the state to fill a position. Simplifying the online application process will help managers fill vacancies more quickly.

Meyer said her office is also working on ways to address wage compression issues, job classifications, and performance management.

### Office Building Restoration

The SEANC Central Office experienced massive flooding in May, which caused extensive damage to the floors and walls. The flooding came from a clogged sewage line following the May Board of Governors meeting.

Following a presentation from company representatives, the board voted to contract with BioClean to restore the office — including new flooring, drywall, painting, and cabinetry. The restoration will take at least two months after start date.

### 2025-2026 Budget passed

First Vice President Wendell Powell and General Treasurer Stacey Crabtree presented the Planning Committee's recommended budget for the upcoming fiscal year.

SEANC faces major budget strains in the coming years as membership numbers decline and key revenue sources have dwindled. For example, two popular theme parks (Carowinds and Kings Dominion) no longer offer our tickets.

Delegates will vote on a bylaws amendment to increase dues for actives and retirees at this year's convention. Below are a few facts regarding SEANC's dues. Please refer to the fact sheet included in the post-BOG packet for more information.

- Over the last seven years, **SEANC has experienced a \$1.5 million decline** in membership dues revenue. The pool of potential members has dwindled due to job cuts and vacancies.
- The percentage of our members who are retired has increased. Currently, **around 50% of our members are retirees**, who pay \$4 less in dues per month. Also, **another 25% of the state employees will retire** in the next five years.
- **SEANC has not increased its dues since 2017**. While dues have remained flat, all costs necessary to operate as an organization have steadily increased yearly. **Prices have risen 30% nationally in that period**, according to the CPI.
- There are **no other sources of revenue** that will soon replace such a large revenue loss
- A dues increase of \$6 for active (from \$14 to \$20) and \$5 for retired (from \$10 to \$15) would produce approximately **\$2.5 million in additional revenue**.
- It is not always the case that increased dues result in more members dropping their membership. More than a year after the 2017 dues increase, as of September 2018, SEANC had a net decline in membership of just 1040 members (a loss of under \$175k in revenue).
- It is worth noting that these dues increases followed the former Executive Director scandal, which may have contributed to those cancellations.



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## LEADERSHIP REPORTS

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

- Montgomery reviewed the hectic few months since the last board meeting for his family and thanked board members for their well-wishes. He also discussed his tenure as SEANC President coming to an end, but promised to continue to be involved.

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

- Over the past few months, Powell attended many district annual meetings, Executive Committee meetings, various committee meetings, and a retiree forum in Wake County.
- The Planning Committee met on June 4 to finish reviewing the budget proposal and make final adjustments.
- Powell presented the SEANC Budget Proposal for 2025-2026 to the BOG.

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

- Jones attended 13 annual meetings. Insurance representatives were present and gave members good information.
- She also attended many recruitment and appreciation events
- She reminded district chairs that all members of a district have the right to vote at district meetings and annual meetings, and that district bylaws do not override SEANC bylaws.
- She also encouraged members who volunteer at membership events in other districts to recruit for that district and not their own.

### **Past President's Report** – Martha Fowler

- Fowler attended seven annual meetings, many state committee meetings and the Coalition on Aging meetings.

### **Treasurer's Report** – Stacie Crabtree

- Crabtree attended 11 annual meetings and attended Bylaws and Policy Platform meetings.
- Crabtree reported that SEANC's budget is on track for the fiscal year.
- She also presented the budget proposal for the upcoming year along with Powell.

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

- Watkins stated that Purchasing Power had contacted her about possibly resuming our relationship. She brought the issue to the board for approval. The board passed a motion to allow her to enter discussions with them.
- She reviewed several ongoing SEANC efforts to recruit younger members but implored the board to consider structural changes that may make the organization more appealing to active employees.
- She reminded the board that SEANC "has to meet the Gen Zs where they are" and cited the Gen Z podcast as one of the many attempts to do that.
- She also asked active employees to back retirees' efforts for a cost-of-living adjustment.
- She finished with a frank discussion of SEANC's finances and the need for a dues increase. Simply put, without a dues increase, there is no pathway forward that will make the organization viable for decades to come.

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

- The convention will be held Sept 3-6, 2025, at Koury Convention Center in Greensboro.
- The deadline for District Registration and Room List, Hospitality Room Request, District Tables and Banquet Ticket was July 19. If your district has not taken these actions, please contact Brenda Johnson on staff ASAP.
- Room changes can be made through July 31, with Jacque Chatman. Starting on Aug. 8, changes must be made with the hotel by contacting Karen Benjamin at [kbenjamin@sheratongreensboro.com](mailto:kbenjamin@sheratongreensboro.com).
- Invoices will be emailed out no later than July 24.
- This year's banquet theme is Island Elegance: A Black & White Luau.



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## COMMITTEE REPORTS

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**Audit** – Alicia Simpson Warren

- The committee is currently wrapping up its audit for District 2.
- There are eight openings on the committee this year.

**Awards** – Marie Tate

- The deadline for awards nominations was July 18.
- Awards Committee Judging Meeting is scheduled for Aug. 7 beginning at 10:30 a.m. at the Hampton Inn & Suites, 1229 Wake Towne Drive in Raleigh.

**Benevolence** – Deborah Fleming

- Please send pictures for the memorial presentation to [jowens@seanc.org](mailto:jowens@seanc.org).

**Bylaws** – Kim Martin

- The Bylaws Committee met on July 12 to consider 12 proposed amendments from districts. Nine amendments will be considered by convention delegates this year.
- The committee will work on changes to the amendment submission form for next year, as some found it confusing.
- The committee needs five volunteers per region to assist with the votes at the convention, and is still looking for volunteers from the North Central, South Central, and Piedmont regions.

**Connections** – B.K. Garrett

- The Disaster Relief guidelines have been modified to give more discretion to committee members. Each request will be considered by the committee on a case-by-case basis.

**DHHS Study** – Kathy Merritt

- The committee continues its active engagement with legislators to educate them on the critical services provided by DHHS.
- The committee is closely monitoring the ongoing lawsuit filed by Disability Rights North Carolina, which alleges violations of the rights of individuals with mental illnesses to hear their concerns.
- The committee is working to schedule a meeting with DHHS leadership to share the concerns heard from employees from various agencies and advocate for meaningful solutions.
- The committee remains actively involved in several key advisory groups.
- The committee will attend upcoming events at agencies across the state.
- For those interested in joining the committee or requesting attendance at an event, contact Kathy Merritt at: [cherrykatnc@yahoo.com](mailto:cherrykatnc@yahoo.com), (c) 919-738-8729, (w) 919-947-9130.

**Emerging Leaders** – Tracy Webb

- Adopt-a-highway Cleanup Project: Aug. 16
- Steppin' Up Together for a Cause, ELC & District 17 present Boots on the Ground: Sept. 4 at 8 p.m.  
Wear your finest cowboy/cowgirl outfit, socialize and line dance for a great cause. Entry fee is \$1 or whatever your heart desires. Donations will be given to an organization of our choice.
- ELC contact information is in the post-packet. Contact your district ELC representative about your district's community service/Emerging Leaders events.

**EMPAC** – Junior Hulen

- Committee met on June 9 via Zoom.
- Hulen attended various retiree forums and district annual meetings to discuss various ways members can help EMPAC.
- Young Republicans Convention - Junior Hulen and Flint Benson had the opportunity to talk to young Republicans and three Republican legislators. They got to see what EMPAC and SEANC does for state employees.
- The last EMPAC at the Park will be on August 11. Details will be in The Scoop.
- Convention Badges - Junior passed out a list of the gold ribbons. There is still time to for members to qualify to receive an EMPAC gold ribbon.
- Suggestions or questions, contact Hulen at [m.hulen@hotmail.com](mailto:m.hulen@hotmail.com).

**Growth and Expansion** – Charles Streeter

- Convention Scholarship nominations have closed. The committee will select winners and notify them soon.



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**COMMITTEE REPORTS (CONTINUED)**

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**Insurance Board – Janice Smith**

- The IB committee met on July 9 at the Courtyard Marriott in Midtown Raleigh.
- The Board continues to review new insurance information along with present insurance offerings through SEANC to determine the quality, affordability and profitability of the products for our members.
- The insurance commissions are at 70% of the projected revenue for 2025.
- The Education Sessions webinars will resume on Aug. 5. The Scoop will include webinar details and registration.
- SEANC is planning to hold a pet photo contest. Winners will be selected in four categories: Dog, Cat, Other, and best overall. The winners will receive Pet Smart gift cards. The contest will be announced by email soon.

**Investment Advisory – Chevella Thomas**

- The committee continues to work on the procedures
- Investor advisor selection is on hold.

**Membership – Junior Hulen for Cliff Johnson**

- Committee meeting on July 8
- Membership and retiree training will be in the fall.
- Swag basket winner: Sheila Walker
- Rock Star Award: District 43
- The list for Oct - June to calculate delegates were sent out to district chairs.

**Policy Platform – Rashia Norman**

- The Policy Platform Advisory Committee and Statewide Committee met July 17 to review objectives submitted from Districts 2, 3, 9 and 22. Eight policies were submitted and passed.
- The district representatives that were present at the meeting will receive copies of the policies before convention to discuss with your districts for voting purposes.

**Prison Reform – Deborah Harney**

- Chairwoman Harney and First Vice President Wendell Powell represented SEANC at the One Voice United Conference. They took part in the Leadership Assembly with other associations and union leaders. They also attended the National Medal of Honor Awards.
- The Prison Reform Committee has chosen to focus on wellness. During the course of the Leadership Assembly, we will focus on Wellness Initiatives (at the same time as other states and countries): CultureAssessment, Wellness Principles, and Family Wellness Peer to Peer. Powell and Harney will virtually attend the implementation meeting on Aug. 4.
- The committee voted to contribute to the NCDAC Secretary's Charity Gold Tournament to be held on Sept. 19 at the Foxfire Golf Club. All proceeds will be donated to Western NC Hurricane Relief. The committee and SEANC will be represented at the tournament.

**Public Education – Mark Dearmon**

- SEANC will present at convocations throughout the state in the next six weeks as schools reopen. This is a great opportunity for us to recruit new members. Please consider helping with convocations in your district.
- SEANC is also planning a large digital marketing effort aimed at public school employees since they are our largest area of potential growth. This will require email addresses that we currently do not have. We will try to collect them at the convocations, offering entry in a drawing for a \$100 gift card.
- SEANC is sponsoring the Chancellor's Cup Golf Tournament. It will be held on Sept. 29 in the west. We are asking districts to contribute. Send donation check before convention to SEANC, Attention: Tamara.

**Retiree Council – Jamie Robinson**

- The Retiree Council offered a resolution calling on legislators to increase the retirement formula used to figure checks from 1.82% to 2.00% of average final compensation to align with the national average. The board passed the resolution.
- Robinson stated that SEANC's efforts to rein in the crypto investments bill were a resounding success. He commended the lobbying team for the victory.



**Scholarship Foundation Board – Nicole Hunter**

- The Board will be meeting soon to discuss logistics for the upcoming convention, scholarship judging FAQs, and more.
- The list of state scholarship winners has been sent out — congratulations to all of our deserving recipients!
- The annual SEANC Scholarship Bowl-a-Thon was Sat., July 19.

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**MOTIONS**


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- **PASSED:** To adopt the SEANC Board of Governors; Agenda for Friday, July 18 – Saturday, July 19, 2025.
- **PASSED:** To accept and approve the Board of Governors' Meeting Minutes of Friday, May 16, 2025.
- **PASSED:** To approve the renewal of the \$300,000 CD with interest for a period of 12 months at the rate of 4.10%.
- **PASSED:** To dispense with tracking expenses for the Disaster Relief Fund as the last expenses occurred on December 31, 2024.
- **PASSED:** To accept and approve Quote #3 from BioClean to repair the SEANC building and to take the money for repairs for the SEANC building from reserves for anything not covered by insurance.
- **PASSED:** Each District will be responsible for paying for expenses (mileage, lodging, and food) for their District Chair and any State Committee Chair from their district to attend an in-person Board of Governors' meeting for the two Board of Governors' meetings not covered by the Board of Governors' approved budget. All Board of Governors' Meetings will have a ZOOM option to attend. Those two Board of Governors' Meetings not covered by the Board of Governors' line item budget will be announced in advance.
- **PASSED:** To accept and approve the 2025-2026 SEANC budget as balanced with operating funds.
- **PASSED:** To explore additional information from Purchasing Power on their program.
- **PASSED:** Resolution – To request the increase of the retirement formula from 1.82% to 2.0%.

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**ANNOUNCEMENTS**


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**Election Candidates:**

- District 67 Chair Patricia Moore announced that she will be running for Eastern Regional Representative.
- District 39 Chair Mark Dearmon announced that he will be running for South Central Regional Representative.
- District 27 Chair Chevella Thomas announced that she would be running for North Central Regional Representative.
- Incoming District 19 Chair Martha Fowler announced that she would be running for Piedmont Regional Representative.

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**NEXT BOARD OF GOVERNORS MEETING IS SEPT. 3, 2025**

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