

State Employees Association  
of North Carolina



# 41<sup>ST</sup> ANNUAL CONVENTION

Sept. 3 - 7, 2025  
Greensboro, North Carolina



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## MESSAGE FROM THE PRESIDENT



Welcome to the 2025 SEANC Convention!

Dear Delegates,

First, I would like to give honor to God, for it is by His grace that we are able to gather here today. It is my great pleasure to welcome you to Greensboro for the 2025 SEANC Convention! This year's theme, "Strength in Unity," reflects the powerful truth that together, we can accomplish more than we ever could alone. We are also embracing the spirit of "Ohana," which means "family" or "friends who are as close as family" in Hawaiian. I think this is a fitting word for SEANC, because we are more than an association. We are a family, bound by our shared purpose: protecting and improving the lives of North Carolina's state employees, retirees, and the vital public services they provide.



Every day, state employees work tirelessly to make North Carolina a better place to live, work, and raise a family — educating our children, keeping our communities safe, maintaining our roads, protecting our natural resources, and so much more. Our retirees have dedicated decades of their lives to that same mission, and we honor their lasting contributions to the state we all call home. Together, your service and commitment keep our great state moving forward.

As delegates, you are here to do important work—setting the agenda for the coming year and ensuring SEANC continues to serve the priorities of our members. The decisions you make this week will help shape the future of our organization and strengthen our ability to fight for fair pay, secure benefits, and respect for all who serve.

While we will work hard in our business sessions, I also encourage you to take time to connect with one another, build new relationships, and strengthen old ones. Share your stories, learn from each other's experiences, and—when the business is done—relax, have fun, and enjoy all that this convention and Greensboro have to offer.

Thank you for your service, your passion, and your unity. Let's make this a convention to remember.

In love and peace,

Kirk Montgomery  
President  
State Employees Association of North Carolina







# CONVENTION AGENDA

Thursday, September 4



**9 a.m. - 2 p.m.**..... **Individual Registration**  
3rd Floor Lobby

**10 a.m. - 6 p.m.**..... **Exhibits** (*open during recess*)  
Guilford Ballroom

**Entrepreneur Avenue Open**  
3rd Floor Lobby

**10 a.m.** ..... **Bylaws Committee/  
Election Volunteers Meeting**  
Biltmore AB

**10 - 11 a.m.**..... **New Delegate Orientation**  
Colony AB

**Noon**..... **Business Session**  
Guilford Ballroom

## **Call to Order**

President Kirk Montgomery

## **Invocation**

Margaret Reader, District 38

## **Presentation of Colors**

## **Pledge of Allegiance**

B.K. Garrett, District 38

## **National Anthem/God Bless America**

Robyn Farrington

## **Delegate Polling and Keypad Distribution**

Betty Gautier, Secretary to the President

## **Adoption of Convention Rules**

President Kirk Montgomery

## **President's Report**

President Kirk Montgomery

## **Policy Platform**

Rashia Norman, Policy Platform Chairperson

**1:30 - 1:45 p.m.** ..... **Break**

**1:45 p.m.**..... **Business Session**  
Guilford Ballroom

## **Call to Order**

President Kirk Montgomery

## **Executive Director's Report**

Ardis Watkins

## **Lantern Care**

**2:30 - 3:15 p.m.** ..... **General Training**  
Guilford Ballroom

**3:15 - 3:30 p.m.** ..... **Recess**

**3:30 p.m.**..... **Business Session**  
Guilford Ballroom

## **Call to Order**

President Kirk Montgomery

## **Recognition of Candidates/Call for Nominations**

Kim Martin, State Bylaws Chairperson

- Scholarship
- Retiree Council (No floor nominations)
- Audit (No floor nominations)
- Insurance Board (No floor nominations)
- General Treasurer (No floor nominations)
- Second Vice President
- First Vice President
- President

Seconding Speeches (contested state officer elections)

Candidate Speeches (contested state officer elections)

**5 p.m.**..... **Recess**

**8 p.m. - Midnight** ..... **ELC Event**  
Imperial Ballroom

**9 p.m. - 2 a.m.**..... **Hospitality Suites Open**



**Credential changes must be made at the  
Information Center by 9 a.m. on Friday.**







# CONVENTION AGENDA

Friday, September 5



**8 a.m. - 6 p.m.**..... **Exhibits** (*open during recess*)  
Guilford Ballroom

**Entrepreneur Avenue Open**  
3rd Floor Lobby

**9 a.m.** ..... **Business Session**  
Guilford Ballroom

**Call to Order**  
President Kirk Montgomery

**Treasurer's Report**  
Stacie Crabtree

**Delegate Polling**

**Bylaws Report/Amendments/Voting**  
Kim Martin, State Bylaws Chairperson

**11:45 a.m. - 1:15 p.m.** ..... **Lunch Break**  
*Emerging Leaders Luncheon, (Invitation Only), Imperial Ballroom*

**1:15 p.m.** ..... **Business Session**  
Guilford Ballroom

**Call to Order**  
President Kirk Montgomery

**General Training**  
Guilford Ballroom

**Introduction of Governor's Cabinet  
and Council of State**

**3:30 - 3:45 p.m.** ..... **Break**

**3:45 p.m.** ..... **Business Session**  
Guilford Ballroom

**Call to Order**  
President Kirk Montgomery

**Delegate Polling**

**Candidate Voting**  
Kim Martin, State Bylaws Chairperson  
*All contested races*

**4:15 - 4:30 p.m.** ..... **Break**  
*Tabulation of Votes, Bylaws Advisory Committee*

**4:30 p.m.** ..... **Business Session**  
Guilford Ballroom

**Call to Order**  
President Kirk Montgomery

**Election Results**  
Kim Martin, State Bylaws Chairperson

**5 p.m.** ..... **Recess**

**5:15 p.m.** ..... **Retiree Council Meeting**  
Biltmore AB

**5:15 p.m.** ..... **Insurance Board Meeting**  
Olympia

**5:15 p.m.** ..... **Scholarship Foundation Board**  
Old North

**7:30 p.m.** ..... **EMPAC Endorsed Candidates Reception\***  
Imperial Ballroom

*\*Free to all EMPAC investors currently contributing to EMPAC.  
Those investors contributing \$5 or more per month are permitted to  
bring one guest. Additional guest passes can be purchased by  
the EMPAC investor for \$20 per guest.  
Only members of SEANC can contribute to EMPAC.*

**9 p.m. - 2 a.m.** ..... **Hospitality Suites Open**



**President Kirk Montgomery  
would like to extend a special thanks to:**  
Parliamentarian Kim Martin  
Parliamentarian Joyce Shaw  
Professional Parliamentarian Ken Soo  
Secretary to the President Betty Gautier



# CONVENTION AGENDA

Saturday, September 6



**8:30 a.m. - Noon** ..... Exhibits (*open during recess*)  
Guilford Ballroom

**Entrepreneur Avenue Open**  
3rd Floor Lobby

**9 a.m.** ..... **Business Session**  
Guilford Ballroom

**Call to Order**

President Kirk Montgomery

**Memorial Service**

**Audit Report**

Alicia Warren, State Audit Chair

**Emerging Leaders Report**

Tracy Webb, State Emerging Leaders Chairperson

**EMPAC Report and Awards**

Junior Hulen, State EMPAC Chairperson

**Membership Report**

Cliff Johnson, State Membership Chairperson

**Scholarship Foundation Report and Raffle**

Nicole Hunter, Scholarship Foundation Chairperson

**Community Service Project Cash Call** to benefit



**New Business**

**Introduction of Past Presidents and Spouses**

President Kirk Montgomery

**Vendor & District Raffle Winners Announcements**

**11:30 a.m.** ..... **Adjournment**

**11:30 a.m.** ..... **Past Presidents' Luncheon**

Joseph's Private Dining Room

**2 p.m.** ..... **2024-2025 Board of Governors' Meeting**

Imperial Ballroom

*Board members should dress for official photos and begin lining up at 1 p.m.*

**Regional Representative Voting**

Imperial Ballroom

**5 p.m.** ..... **Red Carpet Photo Booth Open**

**7 p.m.** ..... **Awards Banquet/**

**Island Elegance: A Black & White Luau**  
Guilford Ballroom

## Island Elegance

**A Black & White Luau**

**Saturday,  
September 6  
7 p.m.**

**GUILFORD  
BALLROOM**

An after party hosted by President Montgomery will take place in the back of the banquet hall immediately following the Island Elegance Event.





# CANDIDATES FOR STATEWIDE OFFICES



## President



**Wendell Powell** of Fayetteville (District 41) has been a SEANC member for 20 years and has served the state and the Department of Adult Corrections for over 20 years. He works as a Correctional Captain at Harnett Correctional Institution. Powell has served in multiple district and statewide positions including District Chair and committees including Growth and Expansion, Bylaws, Policy Platform, Emerging Leaders, and Membership. He chaired the Fight for Fifteen Committee and the Planning Committee. Powell served on SEANC's Executive Committee as a Regional Representative and Second Vice President. He is currently serving as First Vice President.



**DúBoris J. Peterkin** of Raeford (District 28) has 18 years of state service and 10 years as a SEANC member. He serves as a counselor with DHHS, helping individuals with substance use challenges and disabilities achieve meaningful employment through the EIPD program. A member of Kappa Alpha Psi Fraternity, Inc., he is Chairman of District 28 and currently serves on the SEANC Board of Governors. His past leadership roles include North Central Region Representative, and service on the Scholarship Foundation, DHHS Reform Committee, XYZ Committee, and Emerging Leaders Council. He is also an active legislative advocate for state employees.

## First Vice President



**Emily Jones** of Clayton (District 41) retired after 30 years of state service including UNC Hospital, Central Prison, and as a Mental Health Officer at Wake County Probation and Parole. Jones has been a SEANC member for over 20 years and currently serves as SEANC Second Vice President. She has served SEANC in many capacities including as General Treasurer, District Chair, and Emerging Leaders Chair. Jones contributes a considerable amount of time in the community and state through field contact, legislative movements and appreciation events with state employees.



**Timothy N. Morgan** of Salisbury (District 10) is a Programs Supervisor with the Department of Adult Correction. He has over 28 years of service and joined SEANC in 2011. Throughout his tenure with SEANC, Morgan has held numerous leadership positions within his district, including Secretary, Treasurer, Vice Chair, and currently serves as Chair. His commitment to the organization was recently recognized with his appointment to the SEANC Budget and Planning Committee for Fiscal Year 2025–2026. An active member of his community, Morgan is a proud Aggie as an alum of North Carolina A&T State University.

## Second Vice President



**Stacie Crabtree** of Moncure (District 41) is an Operations Specialist with the Department of Adult Correction's Emergency Preparedness Section. With almost 24 years of state service, she has been a SEANC member since 2003. Stacie currently serves as SEANC's General Treasurer and Officer Liaison to the Statewide Audit Committee, Emerging Leaders Council, Insurance Board, Investment Board, and Planning Board. At the district level, she has held the roles of treasurer and secretary since 2008. She holds an Associate in Applied Science and a Bachelor of Science in Criminal Justice Systems.



**Kathy Merritt** of Goldsboro (District 59) has been a SEANC member for 35 years, and has over three decades of service with DHHS at Cherry Hospital. Merritt has served in numerous leadership roles at both the district and state levels including District Chair, Vice Chair, Bylaws Chair, Policy Platform Chair, Audit Chair, and Delegate. At the state level, she has contributed to key committees including the Fight for \$15 Committee, Planning Committee, DHHS Study Chair, Area P EMPAC Chair and as Eastern Regional Representative.





# 2024-2025 BOARD OF GOVERNORS



## EXECUTIVE COMMITTEE

**President**  
Kirk Montgomery, Burlington

**First Vice President**  
Wendell Powell, Fayetteville

**Second Vice President**  
Emily Jones, Clayton

**Treasurer**  
Stacy Crabtree, Moncure

**Immediate Past President**  
Martha Fowler, Mebane

**Western Region**  
Cliff Johnson, Waynesville

**Piedmont Region**  
Cliff Brown, Aberdeen

**North Central Region**  
Kelly Russell, Benson

**South Central Region**  
Mark Dearmon, Raleigh

**Eastern Region**  
Patricia Moore, New Bern

**Insurance Board**  
Janice Smith, Fleetwood

**Retiree Council**  
Jamie Robinson, Taylorsville

**ASSISTANTS  
TO THE PRESIDENT:**

**Parliamentarian**  
Kim Martin, Concord

**Parliamentarian**  
Joyce B. Shaw, Elizabeth City

**Secretary**  
Betty Gautier, Benson

## DISTRICT CHAIRPERSONS

**District 1**  
Mark Haskett, Cullowhee

**District 2**  
Cliff Johnson, Waynesville

**District 3**  
Janice Smith, Fleetwood

**District 4**  
Tim Southard, Shelby

**District 5**  
Willard Jobe, Burnsville

**District 6**  
Sonya Akbar, Morganton

**District 7**  
Alisun Boldrini, Boone

**District 8**  
Keith Haynes, Miller Creek

**District 9**  
Jamie Robinson, Taylorsville

**District 10**  
Timothy Morgan, Salisbury

**District 11**  
Anthony Hall, Morven

**District 12**  
Tamara Williams, Monroe

**District 13**  
Linda Colbert, Charlotte

**District 16**  
Willie Bailey, Pfafftown

**District 17**  
Doris Daye, Burlington

**District 18**  
Dewey Brower, Rockingham

**District 19**  
Anthony Weaver, Rougemont

**District 20**  
Cliff Brown, Aberdeen

**District 21**  
Virginia Lindsey, Butner

**District 22**  
Deborah Harney, Cameron

**District 23**  
Jeremy Register, Whiteville

**District 24**  
Nancy Mason, Lumberton

**District 25**  
Kathy Ramsey, Cary

**District 26**  
Antoine Burton, Youngsville

**District 27**  
Chevella L. Thomas, Durham

**District 28**  
DúBoris Peterkin, Holly Springs

**District 37**  
Furman Beckwith, Apex

**District 38**  
Tammy Tompkins, Raleigh

**District 39**  
Mark Dearmon, Raleigh

**District 40**  
Tiffany Vaughan, Raleigh

**District 41**  
Kelly Russell, Benson

**District 42**  
Shirley Bell, Clayton

**District 43**  
Brenda Johnson, Knightdale

**District 44**  
James Langston, Raleigh

**District 45**  
John Williams, Apex

**District 46**  
Yvette Franklin, Clayton

**District 56**  
Sheila Eley, Ahoskie

**District 57**  
Melvin Chapman, Nashville

**District 58**  
Zachary Branch, Goldsboro

**District 59**  
Kathy Merritt, Goldsboro

**District 60**  
Hiawatha Jones, Goldsboro

**District 61**  
Cindy Hester, Elizabethtown

**District 62**  
Laura Overstreet, Wilmington

**District 63**  
Shilda Owens, Lewiston

**District 64**  
Angela Moore, Greenville

**District 65**  
Kiana Price, Greenville

**District 66**  
Regina Jackson, Kinston

**District 67**  
Patricia Moore, New Bern

**District 68**  
Rita Woods, Creswell

**District 69**  
Tonya Jennings,  
Elizabeth City

**District 70**  
Deborah Fleming, Kinston





## SEANC STAFF



### 100% SEANC MEMBERSHIP

Executive Director .....	Ardis Watkins
Assistant to the Executive Director/Meeting and Convention Coordinator.....	Jacque Chatman
Director of Operations .....	Brenda Johnson
Assistant to the Director of Operations/Facilities Manager .....	Daisy Stancill
Receptionist .....	Jackie Boone
Director of Information Technology .....	Balu Chepuri
Data Engineer .....	Jamison Rhodes
Data Base Administrator.....	Ken Nelson
Director of Member Services .....	C.J. Stephens
Member Services Insurance Specialist.....	Randy Wall
Member Services Insurance Specialist.....	Jan Culbreth
Member Services Insurance Specialist.....	Tianna Alberts
Director of Communications/Public Relations .....	Jonathan Owens
Communications Specialist.....	Beth Dew
Digital Communications Specialist .....	Samantha Cline
Chief Financial Officer .....	Brenda Williams
Senior Accountant.....	Felicia Edwards
Accounting Specialist.....	Gena Hamm
Accounting Specialist.....	Dina Ortiz
Accounting Specialist.....	Vacant
Director of Government Relations.....	Suzanne Beasley
Political Strategist/Lobbyist.....	Flint Benson
Lobbyist.....	Chris Hailey, Jr.
Director of Member Relations.....	Lynn Cote
Lead/South Central Member Relations Representative .....	Felicia Powell
Member Relations Representative .....	Celia Wilson
Member Relations Representative .....	Angela Edwards
Member Relations Representative .....	Dontravis Barfield
Member Relations Representative .....	Adam Winebarger
Member Relations Representative .....	Scott Leonard
Public Schools Liaison .....	Brad Langhans
Lead Member Relations Specialist.....	Carri Derrick
Member Relations Specialist .....	Tamara Bridges
Member Relations Assistant .....	Sabrina Williams
Member Relations Assistant .....	Pat Evans
Member Relations Coordinator .....	Tony Booe

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41st Annual Convention



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### SCHOLARSHIP FOUNDATION **CASH RAFFLE TICKETS**

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**\$1**



**GRAND PRIZE \$5,000**

**1<sup>ST</sup> PRIZE \$3,000**

**2<sup>ND</sup> PRIZE \$2,000**

*Help support the future leaders of tomorrow!*

*Thanks to your generosity, the SEANC Scholarship Foundation  
awarded over 50 scholarships totaling \$45,500 in 2025!*



# Mahalo!



# 2025 CONVENTION RULES OF ORDER

1. The convention program shall be the order of business for its meetings. However, to expedite the session proceedings or to accommodate guest speakers, the president may make changes for that session.
2. For admission to the convention hall and to facilitate identification and seating, delegates and others shall be required to wear the badge issued upon registration.
3. In the convention hall, there shall be no use of electronic voice applications or talking on cell phones, unless expressly authorized. Texting is permitted as long as the device is set to mute or vibrate. Unauthorized videotaping, recording or transmission of the convention proceedings is prohibited. Cell phones shall be turned off or set to vibrate.

## DEBATE

4. Before a delegate can make a motion or address the convention, the delegate must be recognized by the presiding officer. Upon recognition, the delegate must address the presiding officer by their title, (for example, "Madame President," "Madame Chairwoman," etc.) stating that "I am" and his/her name, "delegate from" and provide the district number the delegate represents.
5. A person who has been recognized to make a motion or to debate may not use the floor for a different purpose.
6. No delegate shall speak in debate more than twice on the same question on the same day, or longer than two minutes each time, without permission of the assembly granted by a majority vote without debate.
7. Total debate on any main motion and pending secondary motions, including amendments, shall not exceed a total of 20 minutes unless permission is granted by the assembly. Ten minute increments may be granted by a majority vote without debate.
8. Debate on a motion shall not be closed unless both sides have been given the opportunity to speak.

## BUSINESS

9. Policy platform objectives receiving an unfavorable report from the statewide Policy Platform Committee shall not be considered during regular business. However, such objectives may be considered under new business pursuant to Rule 11.
10. Business items not in the convention program which a delegate wishes to be considered, must be submitted to the president in writing or via email to [convention@seanc.org](mailto:convention@seanc.org) by **9 a.m. on Friday, September 5, 2025**.
11. A substantive amendment to any item of business must be submitted either in writing to the president or via email to [convention@seanc.org](mailto:convention@seanc.org).
12. Voting for delegates will be conducted by individual electronic keypads. Delegates in the convention hall will use electronic keypads to vote. Voting results will appear on the large screen in front of the convention hall.
13. Only one vote per delegate may be cast in an election. If in any election the total number of votes cast by a district or region exceeds its number of eligible voters, that district or region alone shall vote again after remedial steps are taken to prevent an excess of votes.
14. Amendments to the EMPAC Bylaws must be submitted in writing to the state EMPAC Chairperson or via email to [convention@seanc.org](mailto:convention@seanc.org) by **9 a.m. on Friday, September 5, 2025**, to be considered.



**State Employees Association of North Carolina**

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Raleigh, North Carolina 27609

800-222-2758 \* [www.seanc.org](http://www.seanc.org)