

Personnel

MHCO welcomes Maintenance Worker Jonathan Hoyle. One CCW couple resigned for personal reasons. MHCO is currently recruiting for two CCW couples. Due to staffing coverage Bemis Cottage has been closed.

The All Staff meeting was on 11/14. Bloodborne Pathogen training was provided. An All Staff Meeting is scheduled for 2/12. COA and PQI will be the training to help prepare for COA review and get employees versed on standards, procedures, and comfortable with presenting the important tasks they do every day. Agenda items include Survey review and plans, Annual Plan presentation, Documentation, and Teambuilding.

Referral Status

As of 2/4/25 there are 55 youth in care. Program is processing several referrals. MHCO received three siblings this week who are aged 3mos to 5yo. The entire campus has rallied around accepting these children and acknowledging the challenges this sibling addition presents. It is impressive to witness staff helping with coverage and the older youth providing supports.

Board Committee Work and Schedule

The Marketing Committee is scheduled to meet on 2/4/25 by zoom at 5:15pm.

The Policy and Personnel Committee is scheduled to meet on 2/6/25 by zoom at 5:15pm.

The Financial Development Committee is scheduled to meet on 2/13/25 at 1:30pm.

The Program Planning Committee is scheduled to meet on 2/13/25 at 3:00pm.

The Vision Committee is scheduled to meet on 2/13/25 at 5:00pm.

A birthday celebration for MHCO will be held on 2/13/25 at 4:00pm on the SJAB steps.

The Community Communications Committee met on 11/12 and is scheduled to meet on 2/18/25.

Performance Quality Improvement - PQI

MHCO was awarded \$25,000 from the John William Pope Foundation and attended the reception on 12/5. MHCO was awarded \$5,000 from the Universal Leaf Foundation. This was the first grant received from ULF. Lindsay Efirid toured campus on 11/15. The tour had a positive impact. MHCO is working with ULF to become a matching grant, provide info to their employees, provide a tour for their corporate leaders in the spring of 2025, and be a resource for ILP residents seeking seasonal employment. MHCO was awarded \$2,500 from Spectrum for the CSC. MHCO received the annual award from the Cobb Foundation for the Archives.

MHCO received eleven grant awards from seventeen submissions totaling \$156,100. Four awards were from new grantor relationships. MHCO also plans to meet with representatives of the Herring Foundation and SECU in the spring.

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MHCO teams have processed the Policies and Procedures relative to the COA Standards. MHCO is seeking Committee and Board support for these adjustments. In most situations the changes are semantic. Some newer practices have been further developed. In cases whereby MHCO and the Board need to make further adjustments, we ask that the basic revisions be adopted with plans to further address policies and procedures as necessary to be put in place and finalized by May Board meeting.

Program

The Christmas party was a very nice event. Thanks to all who made the children's Christmas so wonderful. The York Rite Christmas Observance Ceremony was also a very nice event. Pastor Beckie did very well with her first Candlelight Service and the Grand Commandry of the York Rite did an exceptional job welcoming the Christmas Spirit. The campus and guests joined at the Administrator's House for snacks and desserts. Thanks to all for providing these wonderful memories for the children.

The students are involved with school activities and extracurriculars including JROTC, Basketball with school and church leagues, Cheerleading with school and parks and rec, Football, Band, Girl Scouts, Swim Team and Horse-Riding lessons at Bayfield Farms. Residents are involved in ETB and CHAMPS on campus.

The Troutman Awards Ceremony for the second quarter is on hold as the school district changed their report card practice and Troutman Awards won't be available until later this month. Two residents graduated High School in January and four more are expected to graduate in June. One graduate was accepted to UNC- Chapel Hill. MHCO provided Residential Services to 82 residents in 2024, with Planned Positive Discharge Rate of 86%.

Ms. Kevin and I are having cottages over at the Administrator's house for dinner, games, and fun. Gray and Master Mason Cottages have visited. The remaining cottages are scheduled.

On 1/23 an impromptu Polar Plunge took place at the pool. Three employees braved the 36-degree water, while several spectators warmly watched. This was a very fun and positive outlet. Spectating staff suggested this could be an annual fundraiser for community groups.

Employment levels for January were Direct Care – no youth eligible, TLC 86%, ILP 100%, Combined 93%. Nine residents are doing Kid\$Earn jobs on campus. Currently no youth are in Driver's Education.

Financial Development and Marketing

MHCO was honored to host the DDGM retreat at MHCO on 11/1-11-2. These events are always very nice opportunities to present about the Home's programming. Thanks to all.

MHCO was honored to attend the Rominger Foundation reception on 12/5. In receiving the donation, MHCO stewarded the Rominger Foundation Board members. In particular the grandchildren of Mr. Rominger are on the Board and will most likely be the next generation of

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decision makers for their grant. Plans are for the Rominger Foundation Board to tour MHCO in the spring of 2025. Additionally, they plan to attend the Gala. One Board Member has connection to help MHCO receive lights and flooring in future requests.

Recurring giving dropped slightly in December to 464 donors. Recurring giving totaled \$21,811 for December. Donations for December through AGO efforts totaled \$220,109 plus another \$2,500 for in-kind gifts. For the year, recurring gifts monthly average was 461 compared to 438 in 2023. Recurring giving in 2024 totaled \$254,437. Additional donations through the AGO totaled \$359,843. Total for the year was \$614,280. The Furniture Campaign totaled \$173,959. Again, MHCO thanks the NCMF for supporting the implementation of the AGO.

MHCO is conducting a silent campaign for the **St. John's Annual Charity Gala - Time for the Kids**. Phil Ford will be the speaker. Save the date. The event will be June 21st, 2025, at the Amran Temple beginning at 5pm. Please contact MHCO if you would like to sponsor a table. Details are being finalized.

The MHCO annual calendar is out. MHCO had issues with the mailing list and is working to address this issue with future mailings. Please share any extra calendars with interested parties. Please consider the calendar as an efficient way to make your annual gift to provide for the children.

The Eudy Case mediation is scheduled for 2/28 with the court case scheduled for 4/16.

WB Randy Cline has accepted the role of Lead Ambassador to help coordinate communication and resources for MHCO Ambassadors. We truly appreciate Randy's commitment and dedication in all manners in which he supports MHCO.

On 1/16 Ambassador Brad Orr facilitated a tour with Ella Pepper with Church of God's Children's Home. The meeting was very positive and both homes seek to support each other through referrals and networking. The main purpose was for COG to learn the operations of MHCO's ILP in order for them to begin their own program.

On 1/30 MHCO met with Mike Peterson with BCBS Heavy Blue. Granville Co. Drew Cummings recommended Mr. Peterson meet with MHCO regarding community issues, MHCO resources, and collaborative plans. The meeting was very positive. Healthy Blue will be providing educational services to employees and older residents.

MHCO will be the site for the City of Oxford Board of Commissioners' retreat. This is another good opportunity for MHCO to connect with community leaders to promote collaboration.

On 1/31-2/1 MHCO was the host for the Inner Chamber. MHCO was able to present to the attendees. These opportunities are always positive connections for the Home with Brethren.

Master Plan/Capital Projects

Several capital projects are included in the 2025 budget. Of note Certainteed provided shingles for reroofing the lower campus cottages and Cobb Center. Two cottages have been reroofed to date.

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The SJAB front porch is in need of major restoration. MHCO is working with a contractor recommended by BOD member Lew Starling. MHCO hopes to have information regarding options for the February BOD meeting.

Southern Energy met at the request of Board Committee Member Sarah Moore to process the possibility of solar panels at MHCO, specifically at the SJAB. Their proposal needs to be processed.

Community Support Center

The Community Support Center led a very productive year providing outreach, collaborating with partners, and availing MHCO resources to various community groups. MHCO provided networking and outreach support to 29 individuals, including children in families receiving support. MHCO's provision of available resources including the CSC, Cafeteria, Cobb Center, and Gym allowed for 1084 persons to receive services on campus through other providers. Partner organizations with offices in the CSC express they are able to increase service results with their clientele in part due to the positive working relationship between the organizations. Including MHCO's residential numbers the organizations on campus served a total of 27,962 persons in various programming, services, and workshops. This was an increase of 27% from the previous year.

2025 Dates to Save

- 3/15 Great Landscape Day
- 5/18 Baccalaureate, including Hayes Neal Society Induction and Scholarships
- 6/21 Gala
- 9/13 Eureka Charity Ride
- 10/10-11 Homecoming
- 12/13 MHCO Christmas Luncheon

Risk Management

The MHCO Risk Management Team met on 12/11. The Campus Security Committee met on 1/22 at noon by zoom. Camera upgrades are being put into place and the plan has been processed with the Campus Security Committee.

Of recent concern has been a known felon on campus twice. OPD is aware of the situation and a letter has been sent stating MHCO is a private property and if they are on campus MHCO will go to the Magistrate.

Board Orientation and MHCO Birthday Celebration

During the 2/13 BOD Committee meetings, MHCO will celebrate the 152-year birthday on the front steps of the SJAB at 4pm. Please consider joining the campus celebration. Afterward at dinner BOD Vision Committee Chair Sarah Moore will lead an educational experience at dinner, which will be at Ribeyes beginning at 6:30pm. Immediately after the Board Meeting on 2/14, MHCO will provide the Board Orientation as a working lunch. Due to time constraints the format has been revised to be an hour. Several employees the BOD may not be able to connect with will present on their role within their department. This is a great time to be able to hear from others and ask questions.

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Other employees who can address finance, program, and financial development items will also be available after the official BOD orientation. Please consider joining us and connecting with MHCO employees to learn more about our important Mission, life-changing impact, and plans. Orientation is important for new and veteran BOD members and part of the COA review.

***We are Blessed** and Pray we will remain so. Prayers and best wishes with all.*

Respectfully submitted,

Kevin Otis