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Personnel

MHCO is currently recruiting for two CCW couples. Due to staffing coverage Bemis Cottage remains closed. The All Staff meeting was held on 2/12. Topics included processing the staff survey results, presenting the annual plan, discussing documentation expectations, and team building. The Administrator provided Supervision Training for all supervisors on 2/27. First aid training was provided on 2/25. CARE training was conducted for newly hired employees. The All Staff Meeting was held electronically due to an AC issue in the Chapel. The Training was the CARE Refresher for all employees. The Admin message emphasized the upcoming events, COA, summer safety expectations and reminders, and how the culture of operating a business in a "family" model has positive and negative impacts.

Ms. Brenda Gupton is retiring in May. Thank you for all your support for the kids and staff Ms. Brenda! MHCO is recruiting for a Finance Assistant.

Referral Status

As of 4/29/25 there are 59 youth in care. Program continues to receive several referrals. Several younger children have been recently discharged due to seeking permanency and providing a more appropriate level of care.

Board Committee Work and Schedule

The Marketing Committee is scheduled to meet on 4/29/25 by zoom at 5:15pm.

The Policy and Personnel Committee is scheduled to meet on 5/1/25 by zoom at 5:15pm.

The Financial Development Committee is scheduled to meet on 5/8/25 at 1:30pm.

The Program Planning Committee is scheduled to meet on 5/8/25 at 3:00pm.

The Nominations Committee is scheduled to meet on 5/8/25 at 4:00pm.

The Vision Committee is scheduled to meet on 5/8/25 at 5:00pm.

The Community Communications Committee met on 2/18 and is scheduled to meet on 5/13/25.

Performance Quality Improvement - PQI

MHCO met with SECU Foundation representatives Caitlin Duke and Daniel Nobles on 3/11 to share information related to their Capacity Building Grant. SECU's next opportunity would be for capital projects, not repairs or refurbishing.

MHCO met with Julie Knack and Mike Peterson with Healthy Blue BCBS on 3/12. Healthy Blue will offer training to older residents and employees related to various insurance issues including fully accessing benefits through Medicaid and Medicare. They also provided three auction items for the Gala, plan to have a booth at Homecoming, and might be able to be a sponsor for Homecoming.

Administrator's Report

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The United Way experienced one major business donor closing. Consequently, they are having to cut back on grant awards across the board. The MHCO grant for this year was reduced from \$20,000 to \$10,000.

Grant application was submitted to CapTrust on 3/14 to help fund lower campus playground upgrades. This grant opportunity was suggested by the NCMF.

Paycom provides grant options for non-profits utilizing their system. MHCO will submit applications requesting they be a sponsor for Homecoming and the Gala in 2026.

MHCO teams have processed the Policies and Procedures relative to the COA Standards. Please be looking for a survey conducted by the Council on Accreditation that will be sent later this year.

Grant apps are being developed for the TDA Homecoming marketing and the NC Community Foundation.

The Search Committee Survey was sent out to employees and stakeholders. MHCO is planning on submitting the COA survey in May.

Program

The students continue to be 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, CHAMPS, and DeMolay on campus. The campus enjoyed Valentine's Day and St. Patrick's Day Parties and the annual JJ Crowder Chili Cookoff. Additionally, the youth have participated in educational, health, and fitness activities including Education Day, Financial Literacy, Vaping Program, Bible Study, Black History Month Celebration, and Rec Activities – Walking Wednesday, Moving to Music, and Fitness Fun. During this period Alumni, Temple, and Eller Cottages have dined at the Administrator's House and enjoyed Disney movies.

The Troutman Awards Ceremony for the second quarter was held on 3/14. Ten residents were on Honor Roll, nine on Honorable Mention, and two earned straight A's. Troutman awards for those increasing their GPA five points or more over the previous quarter was given to eight students. The campus GPA remains at 82. After Troutman a discussion was held with the older residents emphasizing expectations for maintaining a level of employment on and/or off campus.

The third quarter Troutman Awards have been recorded and will be recognized on 5/2. Eleven residents are on Honor Roll, eight on Honorable Mention, and six are earning straight A's. Troutman awards for those increasing their GPA five points or more over the previous quarter is awarded to eleven students. The campus GPA has increased to 85.

Recently former residents have reconnected to announce they are a houseparent CCW in Alaska, was awarded scholarship support from MHCO to enter an RN program, and paid off their house. Two residents graduated High School in January and four more are expected to graduate in June.

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One graduate was accepted to UNC- Chapel Hill. MHCO provided Residential Services to 82 residents in 2024, with Planned Positive Discharge Rate of 86%.

On 2/18 MHCO was honored to welcome Representative Don Davis to campus for a visit. Representative Davis was in Oxford to connect with local organizations and groups. NCMF Chair John Burns contacted Congressman Davis and suggested he should visit the Home. Congressman Davis was very engaged with the youth and staff, connecting as the children were in tutoring, visiting Master Mason Cottage, and touring Flowers ILP Cottage. Congressman Davis said he wants to return and have more time to connect with and learn about MHCO. Thank you Brother John for arranging this important visit.

Lifeguarding classes were led by MHCO employees for the summer guards and included lifeguards from Black Mountain Children's Home. Rec Director Newlin has been coordinating with other children's homes regarding programming and training.

A whiffle ball game was held in the gym for the campus. This was a fun activity for kids of all ages. I am always impressed when the older residents allow the younger children to be successful in the game, in this case allowing them to reach base when they would have been out. This was a nice closure event for me as my previous employment entailed years of therapeutic rec. Good times.

Employment levels for March were Direct Care – no youth eligible, TLC 71%, ILP 100%, Combined 87%. Nineteen residents are doing Kid\$Earn jobs on campus. Currently no youth are taking Driver's Education in the classroom or behind the wheel education. Emphasis has been placed on youth being involved in Kid\$Earn or employed off campus. After Troutman a discussion was held with the older residents emphasizing expectations for maintaining a level of employment on and/or off campus.

Financial Development and Marketing

MHCO lost the summary judgment in the Eudy case on 2/24 that was filed on 2/28. Counsel for MHCO filed an appeal on 3/10.

MHCO continues to connect directly with donors and friends of the Home seeking their interest in participating in the Annual Charity Fundraiser St. John's Time for Kids Gala. Eleven White Hat, one Red Hat, four Black Hat Sponsors, and ten table sponsors have been purchased or verbally committed. Total received and anticipated table and ticket sales number twenty-eight tables. MHCO will be inviting dignitaries, employees, and other friends of the home to be guests at several open spots for sponsored tables. Auction items are being delivered and committed. We believe the event will be very nice. MHCO appreciates all the support in Auction items, sponsorships, and guidance from Susan Wicker and Donna Owen. Additionally, the MHCO staff has done an extraordinary job in organizing this event with ongoing adjustments.

On 3/3 MHCO was honored to present to William T. Bain Lodge #231.

An Ambassador Webinar was held on 3/5.

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The Grand Lodge Committee on MHCO toured campus on 3/8.

Todd Brantley with Armstrong McGuire toured campus and met with the Administration Team on 3/25 as part of the Search Process development.

MHCO was able to present Gala info at the Granville Co. Shrine Club on 3/20 and Amran Temple on 3/26.

MHCO presented to the American Boating Club of Raleigh on 3/22. The event went well as several inquired about utilizing the print shop, providing boating safety classes for the youth, and one couple considering a donation. MHCO will continue to steward these offerings.

On 3/25 MHCO was honored to present to Eagle Lodge #19.

Wilkerson College held classes at MHCO on 3/28 and 3/29. The experience is always very positive for MHCO and several Masons came forward to develop several ways to connect with and support the Home, including becoming an Ambassador, connecting with families in need, and bringing lodges to campus to visit and learn.

MHCO received a used 4X4 Side by side ATV as a memorial donation. WB Chris Richardson connected the donor to MHCO, which is greatly appreciated.

Leadership Granville toured MHCO on 4/8. Leadership Granville traditionally includes MHCO as part of their education for local leaders learning about the community. Mrs. LuAnne Clark is a participant this year.

The Ambassador Orientation was held on 4/25-4/26. Twenty Ambassadors and wives attended the session. The event went well. The survey results have been presented to the Marketing Committee. It was an emotional experience in a positive way. Ambassadors were recognized as Orphan Friends and all Ambassadors, wives, and employees seemed to be impacted by the role, messaging, and spirit of the Home. Thanks to all.

Master Plan/Capital Projects

MHCO received a follow-up email from Kent Warren with Jackson Builders, Inc. regarding the repairs needed for the SJAB porch. We are pleased that Jackson Builders seem willing to assume this project, appear to have less expensive options, and are seeking other contractors to provide other repairs, such as basement water intrusion and stair removal and replacement. The email is included. We would ask permission to proceed in getting this proposal together in hopes repairs could be accomplished prior to more damage and Homecoming.

MHCO has replaced the roofs on almost all the cottages on lower campus. The shingles were donated by CertainTeed.

Great Landscape Day was a wonderful occasion and many projects were completed. Sixty-eight volunteers and staff worked all morning to mulch, plant flowers, pick up trash, and refurbish God's Half Acre including cementing the gate post. Special thanks to the Rainbow Girls, Masons, the

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Salisbury Brethren, Board Members, MHCO kiddos and Houseparents, community members, Staff, and the Hallman family. The Hallman/Speed family was recognized for their generations of support and involvement with MHCO. A dedication stone was placed at the base of the Davie Poplar as a landmark and to recognize the development of the Davie Poplar from seeds to young tree with promise. The landmark and process are emblematic of the Mission of MHCO. Thanks to the Hallman/Speed family for their generational and ongoing support for the children in care.

MHCO has needed to repair a sewer line by the farmhouse.

Community Support Center

The Community Support Center has been instrumental in providing some educational and health activities for the children on campus and for youth in the community. In the first quarter the CSC supported fourteen classes, 11 linkages, and 14 drop-in space providing services for 146 persons. Classes include; robotics lab, German Group, Financial Literacy, Mom S.P.E.A.K.S., Smart Start training, and a vaping awareness program conducted by the Health Dept. Twenty-eight persons were supported through CSC assistance including assistance with utilities, infant items and info, housing and shelter, and food. Sixteen persons were referred to additional services by the CSC.

Homecoming

The Band of Oz has agreed to perform on Saturday and the contract is being processed. The stage has been contracted. New BBQ teams have been referred to Brother Charles Barrett.

2025 Dates to Save

- 5/18 Baccalaureate, including Hayes Neal Society Induction and Scholarships
 - Alum and Brother Eric Ledford will be the guest speaker
 - Rising graduates to be recognized include one Pre-K, three Kindergarten, five 5th Graders, four 8th Graders, seven High School Graduates, one VGCC, and CCW Octavia Ledlow-Pickett graduating from Walden University.
- 6/21 Time for Kids Gala
- 9/13 Eureka Charity Ride
- 10/10-11 Homecoming
- 12/13 MHCO Christmas Luncheon

Risk Management

MHCO experienced a good snowstorm beginning on 2/19. While the event allowed the children to sled and play in the snow, it did create issues with staff being able to work on campus. Many employees prepared and were able to work from home during the event. The Oxford City Board of Commissioners were scheduled to have a retreat on 2/21 and 2/22. While MHCO staff, residents, and Seth's crew had the area cleared for driving and walking, the Board of Commissioners had to cancel.

The MHCO Risk Management Team met on 3/12. The SRO reports and Risk Management Plan are included.

Administrator's Report

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On 3/17 MHCO met with TenPlus to discuss the newly installed cameras on campus including those in the common areas of the cottages. Tabatha prepared the policy and procedures for camera access with the intention of promoting privacy while still being able to access information relating to any critical incidents, safety, and legality issues. In almost every instance MHCO will request camera coverage in cottages for the period of an incident to be accessed by TenPlus and presented the Administrator, Program Director, and Security Resource Officer as needed to review. Key personnel will have access to doorbell cameras. Fewer will have access to office hallway cameras. The SRO will be able to view all cameras except for Cottage cameras. The Administrator will have access to all cameras in case a video needs to be reviewed outside of TenPlus business hours. The policy and procedures was approved by the Executive Committee on 4/24 and has been sent to the Campus Security Committee. Board approval is requested.

MHCO experienced an email issue blocking emails to addresses such as Gmail as they were flagged as scam. The issue resulted from MHCO being associated with several other entities through the public domain related to the website revision process and change over in providers. The domain has now been changed to private and MHCO seems to be cleared. Emails are going through. Special thanks to Tabatha and TenPlus for addressing this important issue.

On 2/27 our six-year-old resident was receiving dental care in the hospital when she had a reaction to the anesthesia. The reaction was serious. She was intubated and ambulated to UNC Children's Hospital. We are relieved to say she made a full recovery. Special thanks to the medical teams and Ms. Serena for their care and support throughout this episode.

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

Respectfully submitted,

Kevin Otis