

MHCO Messenger



MHCO Quarterly Newsletter - BOARD OF DIRECTORS EDITION

February 2026

From The Chief Executive Officer

I have been told before that if you are unhappy with the weather in North Carolina, just wait an hour and it will change. I'm not certain if that is true, but I do know that winter weather is upon us. Our kids on campus have been out of school this entire week after some snow and ice, and as I write this, we are expecting several more inches of snow over the next few days.

If there was ever a great time to be a kid in Oxford, now is it. The sleds are staged, the hot cocoa is flowing, and there is a twinkle in the eye of every kid. We are making memories, and all the children at MHCO are experiencing the true gift of childhood wonder. I am convinced there is no joy like that of a kid with a snow day. It is a joy that is pure, and we are blessed to be experiencing it alongside the kids on campus.

Looking ahead, 2026 is shaping up to be a busy year in the life of MHCO. Strategic planning is just a short time away, and we will lean into the opportunity to dream big for the Home. We are thankful to have each of you to lend your wisdom to the project. We know this will help set the course for the future, and your passion and commitment will help chart a path towards impacting more lives.



BOARD OF DIRECTORS

Calendar 2026

Quarterly Meeting Dates

February 13, 2026

May 8, 2026

August 21, 2026

November 13, 2026

*** All meetings start at 9am*

Upcoming Meetings

Strategic Planning
Cobb Center & Zoom
March 11-13, 2026

Please see the
2026 MHCO Board of Directors
Committee Schedule
Located in the Board Portal for
Committee Meeting Dates for 2026



Other Important Dates

*Inner Chamber
February 20th -21st*

*Great Landscape Day
March 14th, 2026*

*Ambassador Orientation
April 24th—25th*

FINANCIAL REPORT

2025 was a very good year for The Masonic Home for Children financially. We ended the year with income 14.8% (\$969.7K) over projections and operating expenses 13.9% (\$1.09M) below budget. Excluding contingent salaries/benefits and capital improvements, actual expenses were 11.5% (\$813.9K) below budgeted amounts.

Income for 2025 was \$434.3K less than income in 2024 primarily because of the greater amount of Legacy gifts received in 2024. The following areas, with their respective amounts, were above budget projections in 2025: Masonic Donations (+\$438.7K), Grand Lodge (+\$12.5K), NC Masonic Foundation (+\$27.3K), General Public Donations (+\$106.2K), Investment Income (+\$517.3K), DSS Per Diems (+\$92.5K), Other Income (+\$1.9K), Reals Estate (+\$19.4K), and 150th Donations (+\$2.7K). The following areas, with their respective amounts, were below budget: Legacies (-\$31.2K), Grants (-\$83.5K), Calendar Donations (-\$113.8K), and Printing Income (-\$20.5K).

Total operating expenses were \$24.8K less in 2025 than in 2024 and were 13.9% (\$1.09M) below budgeted amounts for 2025. Excluding contingent salaries/benefits and capital improvements, expenses were 11.5% below budget for 2025. Performance by department was as follows:

- Administration was 21.0% or \$334.5K below budget,
- Direct Care was 7.1% or \$230.6K below budget,
- Maintenance was 6.1% or \$51.7K over budget,
- Development was 14.2% or \$96.0K below budget,
- ILP was 25.1% or \$144.7K below budget,
- Archives was 100.0% or \$31.5K below budget.

Community Support Center was 22.9% or \$28.4K below budget.

\$1,044,693 was withdrawn from MHCO's investments with The NC Masonic Foundation during 2025. This amount totals the budgeted quarterly withdrawals with no additional withdrawals taken.

ANNUAL BOARD/STAFF GIVING

The percentage of those donating to the annual giving campaign at MHCO as of the end of December

58% - MHCO Staff
100% - MHCO BOD



*“It’s a
great place
to be a
kid!”*



Committee Members

FINANCE

Luther Starling, Jr. (Chair), Melissa Hogan, Eddie Gaskins, Don Arnold, Ron Hensley, Steve Owen, Gilbert Bailey, Lee Isley, LuAnne Clark

POLICY & PERSONNEL

Ed Moore (Chair), Tracy Armwood, Robert Spell, Johnny Surles, Steve Norris, David Wicker, Kim Lyda, Lee Isley, Chris Allabaugh, Gabi Wheat, Linda Mason

NOMINATIONS

Gilbert Bailey (Chair), David Wicker, Speed Hallman, Alvin Billings, Chris Allabaugh

AUDIT

Tony Cozart (Chair), Ed Moore, Grayson Hollowell, Julian Setzer

FINANCIAL DEVELOPMENT

Peggy Myers (Chair), Speed Hallman, Tim Daniels, Archie Martin, Jimmy Moore, Chris Richardson, Jerry Gantt, Daniel Lebold, Alvin Billings

PROGRAM PLANNING

Tony Cozart (Chair), Devante Hicks, Eddie Gaskins, Kim Lyda, Ed Moore, Brenda Dickerson-Daniel, Mike Register, Kristyn Butts

EXECUTIVE

Speed Hallman (Chair)
David Wicker (Vice Chair)
Ed Moore (Secretary)
Luther Starling, Jr. (Treasurer)
Steve Norris (Grand Master)
Phil Johnson (Observer)
Chris Allabaugh (Chief Executive Officer)

VISION

Jerry Gantt (Chair), Kenneth Small, Patricia Smith, Pierre Gingue, Brenda Dickerson-Daniel, Daniel Lebold, Gabi Wheat, Phil Johnson, Chris Allabaugh

MASONIC HOMECOMING

Johnny Surles (Chair), Pierre Gingue, Steve Norris, Alvin Billings

MARKETING

Angela Allen (Chair), Peggy Myers, Scott Sigmon, Kenneth Small, Kenneth Haigler, Phil Johnson, Charlie Vaughn

Real Estate

Lynnwood Cherry (Chair), Ron Hensley, Dana Outlaw, Steve Norris, LuAnne Clark

Safety

Johnny Surles (Chair), Speed Hallman, David Wicker, LuAnne Clark, Terri Lawson, Chris Allabaugh, David Adcock

PERFORMANCE QUALITY IMPROVEMENT

PERFORMANCE AND QUALITY IMPROVEMENT (PQI)

Council on Accreditation (COA)

- MHCO was not required to develop a corrective action plan, as there were no out-of-compliance ratings in any of the fundamental practice standards. MHCO was expedited through the Pre-Commission Review Report (PCR) process.
- MHCO received the formal accreditation notification letter, an accreditation certificate, and an accreditation plaque by mail.
- The Final Accreditation Report (FAR) has not yet been received or posted on the COA portal.

[Annual Plan – Review and Summary of Progress](#) report completed. Development of the 2026 Annual Plan is pending completion of strategic planning and the development of goals and objectives for 2026–2030.

[PQI Goals and Outcomes](#) report completed, goals and targets left unchanged pending the development of the Annual Plan objectives following strategic planning.

MHCO Annual Surveys

- Residents: Distributed 47 surveys; reminders sent; data collected, aggregated, and report developed.
- Parents/Legal Guardians: Distributed 22 surveys; reminders sent; data collected, aggregated, report created.
- Staff survey: Distributed 57 surveys; reminders sent; data collected, aggregated, and report developed.
- Community Stakeholders: Distributed 107 surveys; reminders sent; data collected, aggregated, and report done.

[PQI Database](#) developed for 2026; revised with updated formulas.

[Community Support Center Database](#) developed for 2026; revised with updated formulas.

[Community Support Center](#) Plan in progress to capture Triple P data, along with development of a service recipient survey to measure impact on quality of life.

GRANTS

GRANTS - 2025		
Opportunity Name	AWARDED	Purpose of Request
Granville County United Way	\$ 10,000	Community Support Center
Inspire Brands: Arby's Make A Difference	\$ 16,100	ILP - refurbish 3 apartments
John William Pope Foundation	\$ 25,000	General operating
Granville Tourism Development Authority	\$ 5,000	Homecoming marketing
Paycom (NEW)	\$ 500	Homecoming
Making a Difference Foundation	\$ 2,500	General operating
Walmart - Spark Good Local Grant-Henderson (NEW)	\$ 1,800	Community Support Center
Universal Leaf Foundation	\$ 6,500	General operating
PayPal	\$ 8,750	General operating
Granville County United Way	\$ 1,500	Special projects
Spectrum Employee Community Grant	\$ 2,500	Community Support Center
Cobb Foundation	\$ 50,000	Archives
<i>Total awarded</i>		\$ 130,150
Opportunity Name	PENDING	Purpose of request
Well Fargo Cameron Charitable Trust (NEW)	\$ 3,500	Community Support Center
Enbridge Gas Community Grant (NEW)	\$ 1,500	Community Support Center
<i>Total submitted in 2025, still pending</i>		\$ 9,500

SCHOOL OF GRAPHIC ARTS

The School of Graphic Arts (SGA) continues to strengthen its vocational mission with two ILP residents participating in Kid\$earn and two J.F. Webb CTE students working on site four days a week, while production expanded through increased laser engraving demand and the successful addition of a pressman who has integrated well into the SGA team. Operational capacity was enhanced with the installation of a new envelope inserting machine in January 2026, enabling SGA to produce personalized bulk mailings in house for MHCO. Financially, general public revenue reached just over \$489,000, while Masonic printing continued to decline as materials move digital, reinforcing the need for SGA to expand into additional service areas to support future growth.

Call or email us for any of your print and design needs

T: 919-603-3910

E: printorders@mhc-oxford.org

Thomas Boyd

SGA Print & Design Center Manager

HR/CENSUS

MHCO is currently seeking to fill the following positions:

- ⇒ Child Care Workers
- ⇒ Supervisor Clinician
- ⇒ Director of Development & Communication
- ⇒ Resident Advisor



BOARD PORTAL!

The MHCO Board of Directors Portal may be accessed via the link on our Home page:

<https://mhc-oxford.org/index.php/board-of-directors/>

The portal is password protected and contains confidential information. You must follow the Board of Directors bylaws regarding electronic transmission of information and confidentiality.

News from Programs and Services

Laughter has filled the MHCO campus as children have shared in the joy of the season through Christmas celebrations, snow days, and the simple gift of making memories together. We are proud of our residents who have competed through their schools on the basketball court and gym mat, while others have stayed active through cheerleading and horseback riding lessons. Our seniors are preparing for life beyond high school by completing college applications, and one young man has committed to serving our country and meets monthly with his military recruiter.

Academically, students completed the first semester with an overall average of 80 percent. One student earned his welding certification, while another completed the Culinary Arts program through Vance-Granville Community College. Two residents achieved an important milestone by earning their driver's licenses. All eligible residents are currently employed, either on campus through the Kid\$Earn program or in off-campus jobs.


Looking ahead, residents and staff will participate in a Black History Month celebration, the MHCO Birthday Party, and a Valentine's celebration. At present, MHCO is serving 36 residents in direct care, 9 in transitional living, and 11 in independent living. Each week, children also participate in tutoring, robotics, and sewing classes, supporting both academic success and creative growth.


Kristyn Butts
Chief Operating Officer



From The Chief Executive Officer *(cont. from p. 1)*

While we are navigating some roadblocks, we are also building a world class team on the ground here in Oxford. Our message is to be "ALL IN" for MHCO and the children and families that are entrusted to our care. Our goal is that everything we do and every decision we make be reflective of that attitude. Thank you for being "All In" with us!


Chris Allabaugh,
Chief Executive Officer

