

## **The Masonic Home for Children at Oxford, Inc.**

Board of Directors Meeting Minutes  
Cobb Center & Virtual Meeting via Zoom  
February 13, 2026

A meeting of the Board of Directors of the Masonic Home for Children at Oxford was held this date at the Cobb Center and broadcast via Zoom.

**Board/Committee Members Present:** GM Steve Norris, Chairman Speed Hallman, Vice Chair David Wicker, Secretary Ed Moore, Treasurer Luther Starling, Jr., Dr. Tony Cozart, Eddie Gaskins, Kim Lyda, Peggy Myers, Jerry Gantt, Gilbert Bailey, Brenda Dickerson-Daniel, Daniel Lebold, Lee Isley, Phil Johnson, Johnny Surles, Lynn Cherry, Steve Owen

**Observers & Guests Present:** Dave Cashion, Russel Bridges, GL Officers; Carlos Velez, Oxford City Commissioner; John Burns – NCMF; Rodney Hinson, Al Bouldin, Jeff Cox, Clifford Shrewsbury – MHCO Committee

**Staff Members Present:** Chris Allabaugh, Kristyn Butts, LuAnne Clark, Alvin Billings, Dr. Linda Mason, Gabi Wheat, Thomas Boyd, Tabatha Boyd, Rebecca Bishop, Winter Watson, Sara Becker, Savannah Harris

**Board Members Absent:** Mike Register

**Chairman Speed Hallman Welcomed all in attendance.**

### **Chaplain Beckie Bishop's Devotion and Invocation**

- Chairman Speed Hallman introduced Chaplain Beckie Bishop and invited her to lead the group in prayer.
- Chaplain Beckie Bishop shared a devotion from 1 Corinthians 15:57–58, emphasizing the importance of excelling in the Lord's work.
- She explained that believers should be steadfast and immovable, as their labor in the Lord is not in vain.
- She concluded with a prayer for the group's work and decisions, asking for God's blessings and alignment with His will.

### **Introduction of New Board Members and Their Roles**

- Chairman Speed Hallman introduced new board members Brenda Dickerson-Daniel, Dr. Lee Isley, and Daniel Lebold and their roles within the organization.
- Brenda Dickerson-Daniel shared her background, including her previous roles and her commitment to the organization's mission.
- Lee Isley introduced himself as the President and CEO of UNC Health Nash in Rocky Mount, highlighting his experience in healthcare and community activities.
- Daniel Lebold discussed his background in fundraising and his interest in social nonprofits, expressing his excitement about being involved with the organization.

- Chairman Speed Hallman emphasized the importance of having good people around to advance the organization's mission and encouraged board members to think about potential new board members for the next year.

### **Presentation of Granville Education Foundation**

- Chairman Speed Hallman introduced Dr. Gregory McKnight, Board Vice-President of the Granville Education Foundation.
- Dr. Gregory McKnight explained the foundation's role in providing grants for educational projects in Granville County.
- He shared examples of innovative grants, such as outdoor classrooms and field trips to the theater.
- Chairman Speed Hallman expressed gratitude for the foundation's support and presented MHCO's annual check donation to the Granville Education Fund.

### **Presentation of Check by Johnny Surles**

- Johnny Surles presented a check to MHCO for \$5,000 from Pollocksville Baptist Church.

### **Approval of November 2025 Board Meeting Minutes**

- Chairman Hallman entertained a motion to accept the minutes from the November 14, 2025 board meeting.
- Motion was seconded and minutes were approved as presented.

### **Financial Development Committee Report – Peggy Myers**

- Peggy Myers provided an update on the financial development committee's activities, including strategic planning for fundraising.
- She highlighted the importance of building the number of supporters and organizations that support the Masonic home.
- Peggy Myers discussed the success of the recurring gift campaign and the increase in new donors.
- LuAnne Clark presented the fourth quarter revenue breakdown, noting significant increases in unrestricted gifts and the print shop's improved financial performance.
- The committee reported on the success of the end-of-year mailing campaigns, which brought in over \$400,000 in donations.

### **Policy and Personnel Committee Report – Ed Moore**

- Ed Moore provided an update on the policy and personnel committee's activities, including the annual survey and turnover report.
- The survey received a 79% return rate, with positive feedback overall, but staff and admin communication was identified as an area for improvement.
- The turnover rate for 2025 was 16.09%, with several new hires and promotions within the organization.

- The committee is working on updating key policies, including training and supervision, and the CEO performance and appraisal process.
- An updated Organizational chart is in process of being developed as more changes are made and several positions are filled.

### **Finance Committee Report – Lew Starling**

- LuAnne Clark presented the financial report, noting that the organization exceeded its budgeted income by almost a million dollars.
- The Masonic donations exceeded the budgeted amount by almost \$500,000, largely due to the success of the mailing campaigns.
- The print shop's deficit was reduced from \$74,000 to \$20,000, and the overall financial performance was strong.
- The committee discussed the need to rebalance the investment accounts to align with the investment policy but decided to table the decision for further discussion.
- LuAnne Clark discussed the property owned in Cary, which has been difficult to sell due to a greenway running through it.
- The property has not received any interest from potential buyers, and the owners are tired of paying taxes.
- The board considered listing the property again with a realtor and exploring the possibility of leasing the land.
- Motion was made and approved to list the property.

### **Program Planning Committee – Dr. Tony Cozart**

- Dr. Tony Cozart thanked Kristyn Butts for her help.
- Dr. Cozart talked about the PQI goals, targets, indicators, and data points.
- He discussed the surveys to parents/guardians and feedback received from the surveys.
- Goals will not change until after Strategic Planning.
- Chairman Speed Hallman complimented Gabi Wheat for the presentation of the survey data. He also mentioned that PQI looks great.

### **Vision Committee Report – Jerry Gantt**

- Jerry Gantt provided an update on the vision committee's activities, including plans to review the 2021 Strategic Plan prior to March's Strategic Planning retreat.
- Mr. Gantt discussed the importance of being visionaries and thinking about new ways to serve the children.
- The Annual Plan will be updated after the Strategic Plan has been completed.
- Gabi Wheat discussed the success of the grant-writing efforts and the importance of building relationships with funders.
- The committee reviewed the community stakeholder survey responses, which were overwhelmingly positive, and discussed the need to continue strengthening relationships with stakeholders.

## **Marketing Committee – Chris Allabaugh**

- Chris Allabaugh provided an update on the marketing and communication efforts, including the reduction of TV contract costs and the increase in digital and TV footprint.
- The organization is working on increasing its electronic mailing list and ensuring congruency in messaging and printed materials.
- The committee discussed the importance of tracking the return on investment (ROI) for marketing efforts and the need to continue evaluating and refining strategies.

## **SGA Updates – Thomas Boyd**

- Thomas Boyd provided an update on the SGA, including the participation of MHCO children and the addition of 2 JF Webb students.
- The print shop's contract for current copiers is up in June, and the committee is exploring options for new machines and maintenance contracts.
- The committee discussed the need to focus on growing the Masonic business, both in-state and out-of-state, and the potential for new revenue streams, such as selling prints to lodges.
- The committee also considered the importance of maintaining and improving the print shop's financial performance and its role in supporting the organization's mission.
- Thomas Boyd updated the Board on the budget and print shop operations, including staffing and capital expenses.
- Ed Moore suggested adding a link to the new portal for easier ordering.
- Thomas Boyd discussed the process of ordering through Grand Lodge for Masonic orders.
- LuAnne Clark clarified accounting for Masonic-related orders.
- John Burns suggested DDGs promoting the business during visits.

## **Homecoming Committee – Johnny Surles**

- Cookers were down last year from 28 in 2024 to 12-14 in 2026 for unknown reasons.
- This is down time for the committee.

## **Campus Security Ad Hoc Committee – Johnny Surles**

- In the process of replacing 32 cameras on campus.
- License plate reader on the front gate needs to be replaced/repared.
- Reviewed Risk Management Report.
- The vehicle for the Security Officer to use needs to be replaced. LuAnne Clark mentioned this is in the budget.

## **Chief Executive Officer Report – Chris Allabaugh**

- Personnel
  - Chris Allabaugh introduced new team members, including Tim and Stacy Kivett, Sara Becker, and Savannah Harris.

- He mentioned the resignation of Dr. Amy Still and organizational changes including a promotion for Winter Watson.
- He discussed the turnover of childcare workers and the need for new recruits.
- Strategic Planning/Community Relationships
  - He outlined the strategic planning process.
  - Preparing for the March retreat internally, gathering information and data needed.
  - An agenda will be shared asap.
  - Working on building and strengthening relationships with the community. City of Oxford will hold a 250<sup>th</sup> birthday celebration for America at MHCO on April 11.
- Amendments to Resolutions were discussed that require Board approval
  - Change in name/title on the Assistant to Treasurer and Assistant to the Secretary Resolutions and change in name on the Corporate Seal Resolution.
  - Motion was made and seconded. Motion was approved.
- General Updates
  - Chris Allabaugh spoke about being “All in” and instilling that MHCO has only two groups of employees – Child Care Workers and Support Staff.
  - He spoke about Supportive Supervision through Benchmarks.
  - He talked about how the kids are doing well, the fun in the snow, and the culture change happening.
- Care Model and Implementation
  - Chris Allabaugh explained the CARE model contract with Cornell University and its importance.
  - Chris Allabaugh detailed the challenges faced in implementing the CARE model and the need for restarting the process.
  - Chris Allabaugh discusses the financial implications and the need for board approval.
  - Chairman Speed Hallman and Chris Allabaugh discuss the need to repair relationships with Cornell and other stakeholders.
  - Chris Allabaugh outlines the steps to be taken to ensure successful implementation of the CARE model.
  - Motion was made, seconded and approved to enter into a contract with Cornell University to implement the CARE model.

### **Final Agenda Items and Executive Session**

- Chairman Speed Hallman discussed the Covenant Agreement and its importance. Motion was made to adopt the Covenant Agreement. It was seconded and approved.
- Chairman Hallman mentioned upcoming events, including Great Landscape Day (3/14), Baccalaureate (5/17) event, and Homecoming in October.
- Chairman Hallman mentioned the Gala in June and asked for donations toward the silent auction.
- David Wicker and Steve Norris provide closing remarks, emphasizing the importance of future planning and dedication.
- The meeting concludes with a brief executive session to discuss a legal matter.

Meeting was adjourned at 11:31 am.

Minutes submitted by  
Sara Becker  
Administrative Assistant