

Personnel

Information about recent hires, potential additions to our team, and other related matters include:

- We have welcomed back two sets of CCWS from long-term FMLA. Both couples have completed at least one shift in the cottage and are doing well. We also expect the return of our maintenance worker from FMLA on May 4th.
- MHCO hired and onboarded Sharron Lowery as a Resident Advisor for our Independent Living Program. She is working with girls in Flowers Cottage. Since that hire, David and Robbie Sneed have moved to a traditional residential cottage as CCWs.
- MHCO hired and onboarded Jody Hall as our Residential Supervisor, primarily tasked with providing supervision to CCWs. All of our Supervisor/Clinicians have been transitioned to Case Managers with new job descriptions reflective of those changes.
- MHCO hired and onboarded Heather Terpening as a case manager. That hire has moved MHCO into compliance with NC licensing requirements for caseloads.
- Troy Nuss is in the pre-hire stage as the Director of Development and Communications. At present time, MHCO continues to wait on results from out of state background checks.
- We continue the process of onboarding three additional CCW couples. Those couples are relocating from Henderson, NC, California, and Pennsylvania. They bring a wide range of experience working with children and youth.

Training: As part of our effort of recruiting, onboarding, and retention, we have developed a formal New Employee Orientation program. It is designed as a full day event that includes a review of the employee handbook, employee rights, supervision procedures, program overview, ethics/behavior standards, client rights, IT, and more. There is also a formal departmental orientation component.

MHCO continues to partner with BenchmarksNC to provide Supportive Supervision to 15 key employees. The first day-long workshop was held on March 25th and the second workshop took place on April 22nd. As part of this agreement, Benchmarks is also debriefing each session with leaders of MHCO and providing feedback on the process. Additionally, Benchmarks conducted a preworkshop survey across the agency about perceptions of supervision. That data is segmented for direct care staff, supervisors, and leadership and is included on the board portal for review.

Census

As of 4/30/2026 the census on campus is 53 youth. We had an admission of a one-year-old on 4/14 and we have one pending admission to our Independent Living Program. We also have an additional pre-placement assessment scheduled for May 1st for Independent Living.

We are celebrating several milestones for youth on campus. One youth received acceptance to the Governor's School, one to the local chapter of the National Technical Honor Society, one to the National Honor Society, and another to the National Junior Honor Society. We also had two students named Students of Merit, and one student accepted into Early College for next school year.

Resource Leveraging

Updates on leveraging physical assets:

- Granville County Public Schools will be utilizing our cafeteria for their Back-to-School Meeting on July 27th for approximately 50 of their staff. MHCO will get the opportunity to share with counselors, school social workers, and others the services we have to offer the school system.
- Granville Arts Council has committed to using our space on campus for two summer camps that run the duration of one week each. As a result of this partnership, five of MHCO youth will be able to attend each camp free of charge
- We are renewing the MOUs for organizations in the Community Support Center as they expire in May. We have also begun discussions with Vance Granville Community College about the renewal of their lease. As part of that discussion, they have requested that MHCO approve the replacement of two pieces of equipment and update their use from electric to gas.

Strategic Planning

All of the strategic planning materials have been shared with the Vision Committee, as well as a rough outline of a draft document. We will be utilizing the May 7th committee meeting to discuss, revise, and further the progress of the new strategic plan.

Program

CARE. We completed our leadership retreat on campus on April 13th and 14th with two consultants from Cornell University on site. Those two days were spent reviewing baseline survey data and developing plans for implementation. Results of the baseline surveys are available on the board portal for review. Other pertinent information that has developed related to CARE implementation:

- Youth perception surveys were completed and mailed to Cornell
- Review of Youth Perception Survey data and Culture and Climate survey data is scheduled to take place on May 12th.
- The initial 5-day comprehensive training is scheduled for July 27th – July 31st. This will be a hybrid training course where Cornell representatives and MHCO staff train side by side.
- There will be two additional 5-day training courses scheduled in an effort to reach all MHCO staff.

Relationship Management

Ambassador Weekend took place April 24th and April 25th. We had twelve ambassadors and two spouses in attendance. Activities included a dinner with the campus, cottage tour, a presentation about history and operations at MHCO, and a session focused on “putting Ambassadorship into action.” We have distributed surveys to all the participants and look forward to their feedback and

continuing to make the program thrive.

The first batch of the Spring mailing solicitation was delivered to the post office on April 15th and April 17th. Responses to the appeal began returning the week of April 20th and are steadily arriving as of this writing. Further information can be found in the financial development reports, but our team is working diligently to process and respond to every gift. Plans are currently being developed to partner with a recreation organization to create plans for the new playground.

Triangle North Healthcare Foundation visited campus on March 24th. During the visit, we revealed the complications related to their previous grant award and the implementation of CARE. The foundation was gracious and understanding and relayed there would be no penalties. We also had the chance to discuss the current state of MHCO and potential future grant opportunities. TNHF encouraged us to apply again and is optimistic we will continue to partner together.

Additionally, the Universal Leaf Foundation is scheduled to visit campus April 30th and the Pope Foundation is scheduled to visit on May 6th.

Campus Life and Events:

The following events and campus activities are scheduled:

- Community Communications Meeting May 12th
- Friendship Lodge Cookout May 16th
- Baccalaureate May 17th at 11:00 am followed by lunch
- End of School Block Party May 28th at 11:00 am
- Mingo Lodge Cookout May 30th
- MHCO Annual Black Tie Gala June 19th

Youth are looking forward to the pool on campus opening May 22nd. During spring break, youth who were on campus enjoyed a multitude of activities including a trip to go bowling, miniature golf, meal outings, and structured fun events on campus. Our recreation department organized a campus wide, month long, fitness bingo program to engage our youth. Finally, we also had several staff-led, staff-focused activities to engage in teambuilding this quarter. Those events included a chili cook off, cupcakes and karaoke, and a city of Oxford scavenger hunt.

Marketing and Outreach

We continue to focus our marketing efforts with the purpose of drawing attention to MHCO. Our social media engagement is increasing with Facebook seeing a 62% jump and similar metrics across other platforms. We also launched a new commercial with Fox that is already seeing traction.

March is celebrated as social worker appreciation month. We took that opportunity to deliver 96 care packages that included MHCO branded items, candy, and program literature to social workers from Durham County DSS, Vance County DSS, Granville County DSS, Granville County Schools social

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workers, as well as any social workers involved in our children's placement. We were also able to help restock Granville County Public Schools' clothing closet.

We are placing a focus on raising support for the Annual Gala, BBQ portion of the Homecoming festivities, and a supply drive later in the year.

Christopher Allabaugh

May 2026