

**North Carolina Association of Local Health Directors Meeting
December 18, 2025 – 9:30 a.m.**

1st Floor Training Room A&B, DHHS Headquarters, 1915 Health Services Way, Raleigh

Call to Order	Rod Jenkins
Approval of Minutes from November Meetings	Josh Swift
Treasurer's/Financial Report	Josh Swift
President's Report.....	Rod Jenkins
Executive Director's Report	Patrick Brown
Hurricane Helene After Action Report.....	Sandi Bridges
Division of Public Health Director	Dr. Kelly Kimple
Deputy Director/Section Chief, Local and Community Support, DPH.....	Stacie Saunders
DCFW Updates.....	Yvonne Copeland

ACTION ITEMS AND UPDATES - from Work Groups

Partner Update	Patrick Brown
PH Funding and Investments.....	Jen Greene
Workforce Recruitment and Retention	Janet Clayton
PH Data and Performance Measures	Wes Gray
Communications	Lisa Harrison
Nominations and Bylaws.....	Quintana Stewart
Education and Awards.....	Helene Edwards

Region Reports & District Health Department Reports

Region I	Elaine Russell
Region II	David Jenkins
Region III.....	Rachel Willard
Region IV.....	Alyssa Harris
Region V	Tony LoGiudice
Region VI.....	Helene Edwards
Region VII	Cinnamon Narron
Region VIII.....	Krissy Hoover
Region IX.....	Ashley Stoop
Region X.....	Joy Brock
District Workgroup.....	Lisa Harrison

Partner Reports

NCAPHA.....	Janet Clayton
NCPHA.....	Nina Beech
NACCHO	Lisa Harrison
CETAC	Tonya Baldwin
NCIPH	Amy Joy Lanou
ANCBH	Merle Green
NC-SOG	Kirsten Leloudis
NC SOPHE	Rose Haddock

Installation of 2026 NCALHD Officers	Dr. Kelly Kimple
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Adjourn

Next Meeting: January 15, 2026 – 8:30 a.m.

**Alliance & NCPHI Membership Meetings/NCALHD Meeting (Breakfast Provided)
Foothills Higher Ed. Center, 2928 S. Sterling Street, Morganton NC**

**North Carolina Association of Local Health Directors
Business Meeting
November 20, 2025 – 9:30 am
NCDHHS, Raleigh, NC**

Meeting Called to Order – Dr. Rod Jenkins

President Dr. Rod Jenkins (Durham Co.) opened the meeting at 9:33 am and thanked everyone for attending and appreciation for DHHS hosting us.

Approval of October Minutes – Joshua Swift

Minutes were distributed with the packet via email. President Jenkins asked for a motion for approval of the minutes.

Motion: Motion to approve was made by Marilyn Pearson (Johnston Co.) and seconded by Jen Greene (App District). No objections – minutes were approved by consensus.

Treasurer’s Report – Joshua Swift

The Treasurer’s Report was distributed with the packet via email. President Jenkins asked for a motion for approval of the Treasurer’s Report.

Motion: Motion to approve was made by Marilyn Pearson (Johnston Co.) and seconded by Nina Oliver (Carteret Co.). No objections – Treasurer’s Report was approved by consensus.

President’s Report – Dr. Rod Jenkins

Dr. Jenkins thanked Region 10 for hosting him at their Regional Meeting and thanked Joy Brock (Greene Co.) and the team from Region 10. He noted the discussion around finance and opioid. This meeting marked 10 regional Health Director meetings he has attended. Rod thanked Karen Davis for arranging his travel to each region. Dr. Jenkins “attempted” to sing the Beatles song, “A Little Help from My Friends,” and ask Krissy Hoover (Onslow Co.) who asked for help with her doctoral dissertation. Ms. Hoover mentioned that her dissertation will be looking at reduced FTEs in Public Health and its impact locally. Krissy is asking for five focus groups and will be reaching out to regional leads.

Executive Director Report – Patrick Brown

Updates:

- Operational – the Collaboration will be moving out of the NC Medical Society Building due to the cost of rent increasing. They will move out in December with the team going virtual until a permanent option is found. A PO Box will be available for those who work with the Alliance.
- Alliance – health insurance renewal which has led to an increased cost burden that is taxing the budget.

- Federal Advocacy – Patrick attended APHA and NC Public Health was well represented and recognized as the state affiliate of the year. Patrick met with Senator Tillis’ health staff to communicate public health needs from North Carolina, and it was a fruitful discussion.
- Degrees – The Department of Education has proposed language to remove professional degree status from certain degrees which includes MPH and DrPH degrees.
- Environmental Health Sub-committee – first meeting occurred and will meet on a monthly basis. The intent is to bring Environmental Health matters up for discussion. Amanda Blackwelder will be facilitating this group.
- January NCALHD Meeting – this meeting will include the Annual meeting for the Alliance and Innovations will be January 14-15 in Hickory. Exact location to be determined.
- Listserv – changes coming at the end of 2025. Software company changing and the team is looking at options.
- MedMal Premium Distribution – Patrick discussed an email that was sent this morning to the Association and asked that a decision be made. Updated projections with three different scenarios based on visit volume, base, population served, and volume served. Lillian Koontz (Davidson Co.) asked if the base was based on county or health department, and Patrick noted it is based on health department. David Howard (Brunswick Co.) motioned and Helene Edwards (Hoke Co.) made a motion that we go with the 50/50 option. Vote passed. Wes Gray (Pitt Co.) made a motion that this be implemented over 1 year. Trey Wright (Rockingham Co.) seconded the motion. Vote passed. Scott Harrelson (Craven Co.) asked that clinical volume also be taken into account for clinic funding. Discussion around the room about funding allocations.
- Care Management – HMA has submitted a plan of 8 potential vendors, and all come at a reasonable price point. The Care Management Committee has narrowed this down to 5 vendors with the plan to narrow it down further to 3 vendors that will be brought forward to the Association. Patrick asked if a statewide update to local staff is needed.
- December meeting will also be at DHHS.
- Legislative Calls – These had occurred on Mondays and going forward will be the second Monday of the month at 10am.

Division of Public Health – Dr. Kelly Kimple

Dr. Kimple welcomed everyone to the new facility. As DPH is moving toward to everyone being in the same location. Thanks for joining the Public Health Thank You event yesterday. She mentioned how we weathered the Government Shutdown and that we continue to move forward. We look forward to a fully funded federal budget and paying attention to our federal funding and doing proactive planning.

Dr. Kimple mentioned the Rural Health Transformation grant proposal with over 420 stakeholders and that local public health continues to be lifted up and thanked everyone for the feedback submitted.

DCFWD Updates – Yvonne Copeland

Ms. Copeland provided the following updates:

- Financial Reporting

- Starting January 2026, DCFW will prepare and provide monthly (or whatever cadence NCALHD prefers) financial reports for each AA that include the burn/spend rate. DCFW's report will mirror DPH's (to the greatest extent possible) for consistency. The financial reporting will increase visibility and enhance stewardship. DCW is committed to enhancing our engagement with NCALHD to strategically utilize every penny available in service of people and communities.
- Nutrition Security: WIC and SNAP
 - **WIC Funding:**
 - The Agriculture Appropriations bill was passed as a full-year bill and funds WIC through September 30, 2026. WIC received full funding of \$8.2 billion for FFY 2026. This includes the full value of fruit and vegetable benefits.
 - **SNAP Funding:**
 - Like WIC, SNAP is part of the Agriculture Appropriations bill and is funded through September 30, 2026. SNAP received \$107.5 billion and fully funded benefits for November 2025 preventing a lapse in benefits due to the federal shutdown.
 - **HR 1 (One Big Beautiful Bill Act) Implementation:** (Relevant due to direct financial impact to counties and potential indirect impact to the WIC program)
 - NCDHHS/DCFW has already begun to implement the SNAP requirements in HR 1 to comply with the law. At a high level, for the purpose of this discussion, there are two components of HR 1 that may impact this group:
 - **Work Requirements and Eligibility Requirements Implementation** started November 1, 2025 – These requirements include, but are not limited to, expanded work requirements for ABAWDs (Able Bodied Adults Without Dependents) and changes to eligibility for some immigrant groups who were previously eligible.
 - **Cost Shift from Federal to States/Counties** (NC operates a state supervised county administered SNAP Program along with nine other states. In these states, counties are impacted by the administrative cost shift in HR 1)
 - Starting in October 2026 – Currently and historically, states/counties have paid 50% of admin cost and the federal government has paid 50%. HR 1 changes those percentages, beginning October 1, 2026 to 75% state/counties and 25% federal for administrative cost. This will likely impact county budgets.
 - Starting in October 2028 – The state may have to share in the cost of benefits to SNAP beneficiaries if the state's Payment Error Rate (PER) is greater than 6%. Based on 2024 data, the NC's share could be as much as \$420 million dollars. This is a major change. Since the inception of SNAP the federal government has paid 100% of the benefit cost.

Deputy Director/Section Chief, Local and Community Support, DPH – Stacie Saunders

Stacie Saunders gave the following updates:

- Shout out to Jen Greene inducted into Appalachian State Trillium Society for significant contribution to Public Health.

- Animal Bite Guidance Document is being drafted.
- HIV AA Consolidation (536, 610, 894) – A new AA 575 will be sent 7-10 days before the November meeting. Stacie provided a brief presentation with background information (presentation to be sent to listserv). Funding workgroup will discuss in November.
 - Consolidate AAs 536, 610 and 894 into AA 575 which go to all health departments.
 - AA 534 and 825 will be consolidated in the future and focus on jail testing.
 - Maintain AA 535, 585, 587
- Consolidate Agreement – Stacie presented updates to the Consolidated Agreement.
 - Two additional edits based on Region 3 input.
 - p. 18 changed “sending” to “enrolling” environmental health specialist to centralized intern training.
 - p. 18 deleted language that CIT will be arranged by LHD and not DPH.
 - Stacie reviewed summary of major changes.
 - Jen Green (Cumberland Co.) asked about identification for immunizations is not required and asked if an identification is needed for a medical record. This is page 2 of the Consolidated Agreement. Stacie stated she would consult offline with Jen Green.
 - Dr. Jenkins asked for a motion. Motion from Mike Zelek (Chatham Co.) with a second from Jen Greene. Vote passed.
 - Lisa Macon Harrison noted that a recent NC Medical Journal highlighted the Public Health response and Stacie’s article in the publication. Stacie also mentioned the most recent journals focus on Healthy NC 2030.

OSHR Updates – Dominick D’Erasmus

Mr. D’Erasmus provided updates to the Association:

- OSHR has four staff and Western, Central and Eastern Regions.
- OSHR can assist with salary discussions for specific job classifications.
- D’Erasmus noted that he has recently spoken with Directors from Consolidated agencies. Human services stated that there is a lack of local Human Resources support for Consolidated agencies.
 - His team will provide training for agencies that are consolidated and don’t fall within OSHR. This includes position classification levels, application reviews, organizational realignments, etc.
- Website for county jobs – <https://oshr.nc.gov/work-nc/local-government-job-search>
- State salary data – broken down by county. Not public information but can be requested from OSHR. Local government data is also available for agencies that fall under OSHR.
- Employee Relations Class – 12/10 and 12/11 9:30-12 each day.

NCIPH Accreditation – Margaret Benville

Margaret presented on funding options that have been previously discussed. The annual budget is \$414,000 and the main change is staffing.

Three funding options:

1. Evenly distributed.

2. 80/20 split (base/population)
3. Based on NACCHO tiers

Michael Zelek made a motion to support Option 3. Second by Jen Greene. Motion passed.

Work Groups

Partner Update – Patrick Brown

- AA451 (Tobacco Prevention Regional Work), AA 101, AA 151 are ready for a vote.
 - 451 – vote passed.
 - 101 – vote passed.
 - 151 – vote passed.
- AA 803 (School Health Nurse) and AA 575 require more discussion.
 - AA 575 required NAAT testing and this was discussed. Stacie mentioned this will be implemented in several years (close to 2030). NAAT is encouraged at this time but not required until 2030/2031.
- Helene AAR Part 2 to be scheduled soon. Goal is for this to go from large discussion to a more focused approach.
- Environmental Health – SWIFT program overview requested in January.

PH Funding and Investments – Jen Greene

Jen Greene noted that they have communicated with Sharon Bell at DCFW. Jen asked those Health Departments that are doing well with clinic productivity and/or with your revenue cycle. If so, please each out to her and David Howard and share success stories. Stacie mentioned that a report on AA spending across the state is due in January with the goal of helping LHDs use their funds with those aren't using funds being called out to help them.

Workforce Recruitment and Retention – Jennifer McCracken

Lisa McKeithan from the Office of Rural Health presented and spoke about loan repayment that is available for Providers, Nurses and Dentists and offered to come speak to LHDs and regions. Bonuses are also available. Persons are eligible if they have less than 5 years of experience at that health department.

PH Data and Performance Measures – Wes Gray

Scott Harrelson presented various reports from different LHDs that tracked productivity across several areas. Amanda Blackwelder also presented the preliminary results of the performance research survey that had 29 responses.

Communications – Bethany Milford

Quarterly cadence of meetings. Bethany is working with NCIPH to coordinate efforts. This includes a public health image library. Persons that are interested in joining please reach out to her.

Nominations and Bylaws – Quintana Stewart

Presentation by Quintana Stewart. Nominations were received with the slate presented for the following year.

Past-President – Rod Jenkins

President – Jen Greene
President-Elect – Wes Gray
Vice President – Joshua Swift
Secretary/Treasurer - Jennifer McCracken

Dr. Jenkins asked for an official vote. Vote passed.

Regions 1, 3, 5, 7, 9
Region 1 – Anna Lippard
Region 3 – Rachel Willard
Region 5 – Trey Wright
Region 7 – Cinnamon Narron
Region 9 – Ashley Stoop

Bylaws Revisions regarding the listserv and Vice President duties. Additional changes include updating meeting location and remove address of NCALHD office. Stacie Saunders noted a domain change as well. Vote passed.

Education and Awards – Helene Edwards

Next month applications will go out which is earlier to allow more time. There is a plan for a 1-day New Health Directors Orientation on April 21 in Chapel Hill before the Legal Conference.

Region Reports

- None

District Health Department Update:

- None

Health Director Open Discussion

No discussion.

Partner Reports

NCAPHA – Janet Clayton

Retreat in December with the Annual meeting in January that coincides with the Association meeting.

NCPHA – Rod Jenkins

New officers and President Nina Beech in place and planning a Strategic Planning retreat. The Council asked to use the Advocacy Fund to focus on Tobacco 21.

NACCHO – Lisa Macon Harrison

End of November/early December present abstracts for 2026 NACCHO 360 in Louisville.

CETAC (Continuing Education and Training Advisory Committee) - Tonya Baldwin

No report

NCIPH – Margaret Benville

- **Foundational Capabilities Task Force Initiatives**
 - **Keep up with programs and resources here:** [Public Health Infrastructure Grant \(PHIG\) - UNC Gillings School of Global Public Health](#). Programs are free for LHD staff courtesy of DPH via the PHIG grant.
- **Workforce Development and Training**
 - The [North Carolina Public Health Pathways Program](#) (NCPHP) has the following upcoming opportunities for local health departments:
 - From **November 10-December 8**, health departments are invited to [submit](#) their **6-week** practica opportunities for inclusion in the **Summer 2026 NCPHP Practicum Program**.
 - NCPHP manages position promotion, application collection and screening, and equips selected candidates with supplemental training and professional development to excel in their new roles. Please contact Program Manager Alexa Katon (akaton@unc.edu) with any questions.
- **NC Local Health Department Accreditation**
 - Tomorrow, the NCLHDA Board will meet to adjudicate 10 local health departments with recommendations for accreditation. During this meeting, they will also be discussing approval of final draft documents to guide the implementation of 10A NCAC 48C and 48D rules, aligned with our new 45 activities. As a reminder, the rule changes will go into effect for the fall 2026 site visit cohort. Site visits in January-March of 2026 will proceed as planned with our 147 activities.
- Save the date for our Annual Update Webinar on Tuesday, January 27 at 11 AM. This will be a great time to hear updates as we implement accreditation rule changes! More information will be in your NCALHD newsletter.

ANCBH – Merle Green

- The next training will be Monday, December 8th and focused on advocacy. In addition, a refresher on how bills become law will be discussed. A reminder email will be sent. Go to www.ancbh.org to register.
- Board member recruitment for local boards – ANCBH will be creating a resource document.

NC-SOG – Jill Moore

- Legal Conference on April 22nd and 23rd.

NC SOPHE – Rod Jenkins

- November 4-5 NCSOPHE celebrated 60th anniversary at NC Central Campus in Durham. During the conference Kirsten Mullerman with the Macon County Health Department was awarded the Grace Daniel Promising Health Educator Award.

Adjourn

Motion: Meeting was adjourned at 11:30am.

North Carolina Association of Local Health Directors, Inc.
Statement of Financial Position
As of November 30, 2025

ASSETS

Bank Accounts (SECU)	
Certificate of Deposit	40,000.00
Checking	471.38
Money Market	8,690.89
Savings	44.23
Total Bank Accounts (SECU)	\$ 49,206.50
Bank Accounts (TowneBank)	
Checking	42,587.93
Insured Cash Sweep	403,059.11
Money Market	250,580.20
Total Bank Accounts (TowneBank)	\$ 696,227.24
Accounts Receivable	10,987.53
Prepaid Expenses	2,052.60
Investment in NCPHI	10,000.00
TOTAL ASSETS	\$ 768,473.87

LIABILITIES AND EQUITY

Liabilities	
Accounts Payable	7,412.46
Deferred Revenue	46,577.71
Dues Invoiced for Other Orgs	290.00
Total Liabilities	\$ 54,280.17
Equity	
Temporarily Restricted Funds	
Accreditation Fund	256,774.96
Legal Fund	59,886.40
Total Temporarily Restricted Funds	\$ 316,661.36
Unrestricted Net Assets	142,352.79
Change in Net Assets	255,179.55
Total Equity	\$ 714,193.70
TOTAL LIABILITIES AND EQUITY	\$ 768,473.87

North Carolina Association of Local Health Directors, Inc.
Statement of Activities - Budget vs Actual
July - November, 2025

	Actual	Budget	Amt over Budget	% of Budget
Revenue				
Accreditation Revenue	279,500.00	279,500.00	0.00	100.00%
Grant Revenue	34,081.25	50,000.00	(15,918.75)	68.16%
Interest/Dividend Income	7,843.62	30,000.00	(22,156.38)	26.15%
Membership Revenue				
NACCHO Rebate	5,045.20	3,000.00	2,045.20	168.17%
NCALHD Dues	136,656.90	136,657.00	(0.10)	100.00%
Supplemental Dues	50,495.38	100,000.00	(49,504.62)	50.50%
Total Membership Revenue	\$ 192,197.48	\$ 239,657.00	\$ (47,459.52)	80.20%
Total Revenue	\$ 513,622.35	\$ 599,157.00	\$ (85,534.65)	85.72%
Expenses				
Accreditation Expense	111,362.32	279,500.00	(168,137.68)	39.84%
Administrative Services	31,250.00	75,000.00	(43,750.00)	41.67%
Awards	0.00	700.00	(700.00)	0.00%
Bank Charges	5.00	12.00	(7.00)	41.67%
Licenses	0.00	1,509.00	(1,509.00)	0.00%
Marketing/Sponsorships	272.73	500.00	(227.27)	54.55%
Meetings/Travel	9,853.93	12,000.00	(2,146.07)	82.12%
Postage	0.00	100.00	(100.00)	0.00%
Professional Services				
Accounting Fees	0.00	2,000.00	(2,000.00)	0.00%
Consulting Fees	69,445.20	142,000.00	(72,554.80)	48.91%
Total Professional Services	\$ 69,445.20	\$ 144,000.00	\$ (74,554.80)	48.23%
Technology/Website	36,253.62	84,345.00	(48,091.38)	42.98%
Total Expenses	\$ 258,442.80	\$ 597,666.00	\$ (339,223.20)	43.24%
Change in Net Assets	\$ 255,179.55	\$ 1,491.00	\$ 253,688.55	17114.66%