

North Carolina Lions, Inc.
Board of Directors Meeting

Greensboro Airport Marriott
Greensboro, NC

February 11, 2018
9:00AM

After a devotion by Lion Bill Womack the meeting was to follow at it's conclusion.

Call to Order

President George Suggs

President George called the meeting to order at 9:00 AM and welcomed all in attendance.

Pledge of Allegiance

Second Vice President Chris Headley

Second Vice President Chris led the Pledge of Allegiance to our Nations Flag.

Opening Remarks

President George Suggs

President George thanked everyone in attendance. He said we had a lot to cover and he would try to move along as quick as possible. He wished Marti Hill Henry Happy Birthday.

Communications

International Director Gwen White

International Director Gwen sent her regrets for not being there, but her duties with International required her to be in Minnesota for the week-end for a convention.

Reading of the Minutes

Secretary Johnny Berry

A motion to approve the minutes as presented was made by District Governor Curtis Erickson and a second by First Vice District Governor Rahim Shomari. The motion passed.

Roll Call

Secretary Johnny Berry

There were three board members absent. Immediate Past President Charles Holleman, Second Vice District Governor Paul Silverman and Second Vice District Governor David Cox.

Appointment of Parliamentarian

President George Suggs

PDG Ron Kelly was asked to serve as Parliamentarian. He agreed to serve.

Council Chairman Report

Council Chair Gary Steele

See the attached report.

Council Chair report February 2018

All District have had a very successful Fall and Mid-Winter Conventions.

This has been a tough year for membership to this point. As of February 8, all district show being under 1250 with two districts being under 1200. With the District Governors nearing completion of their club visits membership growth should now be the focus.

In December the Piece Poster Entry from District O was selected as the State Winner. Nadia Sosa from Crains Creek Middle School, Vass, NC was the winning entry. She was sponsored by the VASS Lions club. Recently we were notified that Nadia was 1 of 23 merit winners at the International level. Her winning entry will be featured in the State Convention program.

The SE Breakfast at Lions International in Las Vegas will be held on Sunday, July 1, 2018 at 7:00 am in the MGM Premier Ballroom Section 310. Information on prices is not yet available but will be distributed as soon as it's received.

Gary Steele
MD31
Council Chair

Executive Director's Report

Executive Director Hillary Brodofsky

Executive Director Hillary reported that new brochures are here and to get some for your club. She also said to check our Facebook page pictures and updates on the White dorm Phase 1. A total of about \$60,000.00 has been donated to the project from clubs and individuals and that April 1 is the finish date. Any suggestions about the budget needs to be in by March 15th for review.

Communications

PDG Paul Bledsoe

See the attached report.

Treasure's Report

Treasure Skippy Jackson

See the attached report.

Nominating Committee

PP Carlton Metts

See the attached report.

Ad-Hoc Committee

PDG Herb Justice

See the attached report.

Clinical Eye Research

PDG Bob Sprinkle

See the attached report.

Sight and Hearing

PDG Ron Kelly

See the attached report.

Volunteers

PDG Marti Hill Henry

See the attached report.

A motion to approve the committee reports serving under Second Vice President Chris Headley was made by District Governor Don Eggart and a second by First Vice District Governor Alan Lake. The motion passed.

Pin Sales

PDG Dave Butler

See the attached report.

By-Laws

PDG Dale Dupree

PDG Paul Bledsoe
NCLI Public Information Chair
2/10/18

Communication Highlights – Winter 2017/2018

Over the month of December, Hannah Earnhardt released a number of End-of-Year Giving email blasts to secure last minute donations. Over the month, in particular the last two weeks of the month, NCLI received over \$4,200 in donations. Roughly 50% of those donors we were first time donors based on our records. Online donations make up 54% of all December individual donations. We are quickly progressing to receiving more and more online donations.

Hannah Earnhardt created an NCLI Legacy Program which is in the process of initiation. A letter was sent out to all NC Lions Clubs across the state offering to speak with their club about legacy gifting. To date, we have 10 clubs registered for a speaking engagement. This is an area of fundraising we have not aggressively tapped into and the hope is to expand reach in this area. Immediately following the release of the Legacy Program we received a \$750 gift in stocks.

Hannah Earnhardt and Paul Bledsoe worked on newly designed Brighter Visions marketing materials - rack card and gatefold. These materials are completed and available at the NCLI office and for Lions as needed. These will be excellent tools for Lions as they share the mission of NCLI and Brighter Vision with other Lions, community members, friends, family, etc. A new Camp Dogwood video will be created in the near future.

NCLI is active on the Brighter Visions Facebook page, but our Lions are not as engaged. In order to inspire further engagement with Lions across the state through social media, we initiated a social media contest. For individuals who liked and shared NCLI information on their personal Facebook pages they were in the running to receive a prize. We completed our first contest and will attempt to run it again. It's important for Lions who engage through the Facebook page to share on their personal pages as well in order to expand our reach with patrons across the state and beyond.

There has been a number of interoffice communications circulating throughout the organization over the last month, i.e. NCLI Volunteer Week, Brighter Visions Newsletter content, Camp Dogwood Refurbishing Project Phase 2, the Board and Council Meeting Reminder, and more. Hannah Earnhardt and NCLI staff have assisted with the editing and distribution of these documents. Most of these communications have been emailed, mailed, or both to all NC Lions Clubs.

Email blast communications have been sent out regarding advocacy, investment, and volunteer efforts. Hannah will continue to send inspirational pieces via email to encourage support through all avenues. Along with these highlights, Hannah continues to progress through communication and donor engagement efforts on both the corporate and individual levels, newsletter development, marketing materials, digital media and website development, grants, etc.

NCLI January 2018 Financial Report

The following represents financial statements for the seven months ending January 31, 2018. All transactions, excluding January investments, have been posted. (December investments are used). The Balance Sheet Summary shows Total Assets of \$5,821,731, Liabilities of \$19,596 and Total Net Assets of \$5,696,667. The Net Gain for the period is \$105,467.

The Income Statement reflects the first seven months ending January 31, 2018. Brighter Visions contributions of \$305,317 which is (\$27,057) behind the budgeted amount, but in comparison to the same period last year this is \$36,787 more. Use of Camp revenue (3210) is \$138,933 which is \$6,760 under budget due to a large group cancellation and two smaller groups over pest control concerns but we have made some of that back. Total Unrestricted Income is \$721,834 which is \$113,978 over our budgeted amount. Temporary Restricted Revenue shows Camp Dogwood Raffle revenue of \$53,683 which is (\$12,409) under budget and (\$9,862) less than the same period last year.

Our Total Unrestricted Expenses are \$674,796 which is (\$82,577) under budget and (\$139,757) less than the same period last year. Camp Dogwood Expenses are under budget by (\$62,085). Maintenance Expenses are \$67,449 which is (\$14,586) under budget. This is mostly due to pest control expense currently at \$22,064 which is (\$14,209) under budget and (\$21,142) under last year because we have purchased our own equipment to heat treat the rooms.

Summary:

	<u>17-18 Actual</u>	<u>17-18 Budget</u>	<u>16-17 Actual</u>
Unrestricted Net	\$47,038	(\$149,519)	(\$119,442)
Total Budget Net	\$105,467	(\$139,656)	(\$173,586)

This swing in unrestricted funds of \$166,480 and total net gain of \$279,053 is placing us in a much better place than just one year ago.

Skippy Jackson
Treasurer

Nominations Report NCLI 02.11.18
Submitted by PDG Carlton Metts
Statewide Nominations Chair

President George, NCLI Officers, Directors and Lions all,
Below is the current list of the NCLI Officer Candidates and the NCLI Directors for each District elected at the Mid-Winter Conventions are listed below:

NCLI Officers: 2018-2019 Candidates,

President NCLI Sandy Scarlett, Durham Lions Club
1st VP NCLI Chris Headley, Unionville Lions Club
2nd VP NCLI Curtis Erickson, Mill River Lions Club
Treasurer Skippy Jackson, Faison Lions Club
Secretary Johnny Berry, Rutherford College Lions Club

NCLI Board of Directors:

District L:

DG	DG Alan Lake, Black Mountain Lions Club	Automatic
1 year	1 st VDG Leon Pryor, Hendersonville Lions Club	Elected (2019)
2 year	(Open to the floor at Feb. Cabinet Meeting)	

District I:

DG	DG Elect Carolyn Sprinkle, Sparta Lions Club	Automatic
1 year	1 st VDG Elect Jimmie Myers, Mocksville Lions Club	Elected (2019)
2 year	2 nd VDG Elect Donald Cobb, Sparta Lions Club	Elected (2020)

District O:

DG	DG Susie Dailey, McLeansville Lions Club	Automatic
1 year	1 st VDG Paul Silverman, Durham Lions Club	Elected (2019)
2 year	2 nd VDG Elect Paul Marth, Greensboro Host Lions Club	Elected (2020)

District N:

DG	DG Elect Rahim Shomari, Jacksonville New River Lions Club	Automatic
1 year	1 st VDG Elect David Cox, Lumberton Lions Club	Elected (2019)
2 year	2 nd VDG Elect DeAngelo Jackson, Angier Lions Club)	Elected (2020)

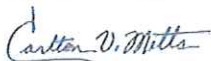
District S:

DG	DG Elect Nathan Medlin, Warrenton Lions Club	Automatic
1 year	1 st VDG Elect Mark Bateman, Lake Gaston Lions Club	Elected (2019)
2 year	PDG Robert Carroll, Warrenton Lions Club	Elected (2020)

2018-2019 Council Chair Elect Terry Cauble

2018-2023 Council Secretary/Treasurer Elect Keith Peedin

Submitted by,



PDG Carlton Metts, State Nominating Chair, carltonmetts@embarqmail.com

STRATEGIC PLANNING COMMITTEE REPORT TO NCLI BOARD OF DIRECTORS

February 11, 2018

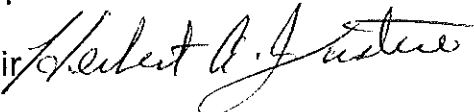
The Strategic Planning Committee is an Ad-Hoc Committee under the North Carolina Lions Incorporated and was appointed by the President and answers to the President. Some people do not understand that. One of our charges was to find ways to improve our operations, increase funding and reduce spending so that the North Carolina Lions, Incorporated can continue to survive and continue to grow. We have been telling you for several years now that in order for the North Carolina Lions Incorporated to survive, we must make some changes in the way we do business. Some changes have already been made and others are in the process.

Since our Caucus in November at Charlotte, we asked for comments concerning our preliminary report and received several. All these comments were considered at the Committee's meeting on January 13, 2018. The Committee's recommendations are attached and have been forwarded to the Constitution and By-Laws Committee since it contains recommendations for changes in the By-Laws.

This Final report is being given to the President for his further handling as he sees fit, however, we request that any changes to the Committee's recommendations be noted and stated that are **NOT** the recommendation of the Strategic Planning Committee.

We do not consider this report to be perfect, but a good working document, where changes can easily be made to the Duties and Responsibilities of the Committees as they are deleted from the By-Laws and made Policies since current descriptions concerning our Committees are not up to date. We recommend that these recommendations be forwarded to the Lions members of the North Carolina Lions, Incorporated for approval at the Annual Membership Meeting in May. Thanks for the opportunity to serve.

Respectfully submitted by:

PP Herbert A. Justice, Chair 

Attachment

NORTH CAROLINA LIONS INCORPORATED
BY-LAWS
PROPOSED CHANGES

ARTICLE IV OFFICERS AND DIRECTORS

Current Reading:

Section 1: The Board of Directors of the North Carolina Lions, Incorporated shall be the District Governors and Council Chairperson of Multiple District 31 of Lions Clubs International, two elected Directors from each sub-district, the President, Immediate past President, First Vice-President, Second Vice-President, Secretary, and the Treasurer.

Revise to read:

Section 1: The Board of Directors of the North Carolina Lions, Inc. shall be **comprised of** the District Governors **of Multiple District 31**, the council chair of Multiple District 31 **as an ex-officio member**, two elected directors from each sub-district, the president, immediate past President, 1st vice-president, 2nd vice-president, secretary, treasurer, **and up to five at-large directors to represent but not limited to:**

- a) Advocate for the blind and visually impaired
- b) Advocate for the children homes of North Carolina
- c) Development officer – donor representative and/or corporate donor
- d) Major donor (Lion or non-Lion)
- e) Major donor (Lion or non-Lion)

The at-large directors may be non-Lions, a health care provider, or one who can bring experience in working with a not-for-profit organization.

Current Reading:

Section 2: The elective officers of the North Carolina Lions, Incorporated shall be President, First Vice-President, Second Vice-President, Secretary and Treasurer. All members of the Board of Directors and officers of the North Carolina Lions, Incorporated, must be Lions in good standing; with the President, First Vice-President, and Second Vice-President having served on the Board of Directors as a District Governor, as an elected director from his or her sub-district, or in any other Director position.

Revise to read:

Section 2: The **elected** officers of the North Carolina Lions, Incorporated shall be president, 1st vice-president, 2nd vice-president, secretary and treasurer. All members of the Board of Directors and officers of the North Carolina Lions, Inc. must be Lions in good standing; with the president, 1st vice-President, and 2nd vice-president having served on the Board of Directors as a district governor, as an elected director from his or her sub-district, or in any other **elected board** position.

A sub-district director may serve for two full two-year terms. Each elected Lion director shall be a Lion in good standing.

Candidates for at-large directors may be recommended to the Executive Committee to be elected to the Board by the Board of Directors for a period of three years.

Any director may be removed from the board by a two-thirds vote of the board members for justifiable cause.

Current reading:

Section 7: In the event of a vacancy in any office, the Council of Governors of Multiple District 31 of Lions Clubs International shall submit one or more names to the Board of Directors which shall have the power to fill such vacancy for the unexpired term except that of President, in which case, the Vice-Presidents shall succeed to the office of President according to rank.

Revise to read:

Section 7: In the event of a vacancy in any office, **any Lion in good standing may** submit one or more names to the Board of Directors which shall have the power to fill such vacancy for the unexpired term except that of president, in which case, the vice-presidents shall succeed to the office of president according to rank.

Current reading:

Section 8: Special meetings of the Board of Directors may be called by the State Council of Governors of Multiple District 31 of Lions Clubs International or the President of the North Carolina Lions, Incorporated, at his/her discretion, provided that ten days written notice of special meetings of the Board of Directors be given each member of the Board.

Revise to read:

Section 8: Special meetings of the Board of Directors may be called by the president of the North Carolina Lions, Inc. at his/her discretion, provided that **a notice of special meetings of the Board of Directors be given each member of the Board of Directors a minimum of ten days by using either an electronic or written method.**

Current reading:

Section 9: The Executive Committee shall be the President, Immediate Past President, First Vice-President, Second Vice-President, Secretary, Treasurer, the Chairperson of the State Council of Governors of Multiple District 31 of Lions Clubs International or his/her appointee, and one member from each of the newly elected two (2) year directors and the remaining directors, elected by their group at the August meeting of the Board of Directors, to serve till a successor is elected. The Executive Committee may act for and on behalf of the Board of Directors in the interim between sessions of said Board. A majority of the members of the Executive Committee shall constitute a quorum. Any action taken by the Executive Committee shall be reported to the Board of Directors by the President at the next regularly scheduled meeting of the Board and shall be recorded by the Secretary in the permanent records of the North Carolina Lions, Inc.

Revise to read:

Section 9: The Executive Committee shall be the president, immediate past president, 1st vice-president, 2nd vice-president, secretary, treasurer, and one member from **the elected** directors, **and one member from the Council of Governors** elected by their group at the August meeting of the Board of Directors, to serve till a successor is elected. The executive committee may act for and on behalf of the Board of Directors in the interim between sessions of **the** Board....

ARTICLE V

MEETINGS

Current reading:

Section 1:

An Annual Meeting of the General Membership and four Board of Directors Meetings of the North Carolina Lions, Inc. shall be held annually. The Annual Meeting of the General Membership shall be on the first Sunday in May beginning at 11:00 a.m. or as soon thereafter following the conclusion of the meeting of the Board of Directors. The Board of Directors shall meet in August, November, February, and May. These meetings shall be on the second Sunday of said designated months, at a time and place designated by the Board of Directors, with the exception of the May Meeting which will be held on the first Sunday in May. The

Board of Directors may change the meeting due to emergencies which may arise prior to any given meeting. Notice of such meetings shall be mailed to each member of the Board of Directors and to the President of each Lions Club in Multiple District 31 of Lions Clubs International at least 30 days prior to the meeting.

Revise to read:

Section 1: ...The Board of Directors may change the meeting due to emergencies which may arise prior to any given meeting. Notice of such meetings shall be **sent** to each member of the Board of Directors and to the president of each Lions club in Multiple District 31 of Lions Clubs International at least 30 days prior to the meeting **by regular mail or electronically**.

ARTICLE VI

MEMBERSHIP

Current reading:

Section 3: Persons purchasing a Life Membership may designate such contribution to be placed in the North Carolina, Incorporated Endowment Fund. Only earned income from this fund will be used for current North Carolina Lions, Incorporated obligations. In the absence of specific designations, Life Membership contributions will be placed in the general operating fund of the North Carolina Lions, Incorporated. All other membership contributions will be placed in the general operating fund of the North Carolina Lions, Incorporated.

Revise to read:

Section 3: All membership contributions will be placed in the general operating fund of the North Carolina Lions, Inc.

ARTICLE VII

ELECTIONS

Current reading:

Section 2: No person shall be eligible to hold office or be appointed to a committee in the North Carolina Lions, Incorporated unless he/she is a Lion in good standing.

Revise to read:

Section 2: No **Lion** shall be eligible to hold office or be appointed to a committee in the North Carolina Lions, Inc. unless he/she is a Lion in good standing.

Current reading:

Section 4: The office of President, First Vice-President, and Second Vice-President shall be filled only by persons previously having served as a, member of the Board of Directors of the Organization as a District Governor, an elected director from his or her sub-district, or in any other Director position.

Revise to read:

Section 4: The office of president, 1st vice-president, and 2nd vice-president shall be filled only by a **Lion** previously having served as a member of the Board of Directors of **North Carolina Lions, Incorporated** as a district governor, an elected director from his or her sub-district, or in any other **elected board** position.

Current reading:

Section 8: All officers except Elective Directors shall be elected annually and take office on July 1 and shall hold office for one year from that date.

Revise to read:

Section 8: All officers except elected directors **and at-large directors** shall be elected annually and take office on July 1 and shall hold office for one year from that date.

Section 9: One-half of the Elective Directors shall be elected annually and shall take office on July 1 and shall hold office for two years.

Revise to read:

Section 9: One-half of the **elected** directors shall be elected annually and shall take office on July 1 and shall hold office for two years.

ARTICLE VIII

DUTIES OF OFFICERS

Current reading:

Section 1: The President shall be the Chief Executive Officer of the North Carolina Lions, Inc. and shall preside at all Executive Committee, Board of Directors and General Membership meetings. He/she shall issue the call for regular and called meetings of the Executive Committee, Board of Directors and General Membership. He/she shall appoint the chairpersons of the standing committees outlined in the By-Laws and shall be an ex-officio member of each of these committees. He/she shall see that the committees function and shall cooperate with the committees towards carrying out the purposes and objectives of this North Carolina Lions, Incorporated. He/she shall call for regular written committee reports. He/she shall see that regular elections are held in accordance with these By-Laws.

Revise to read:

Section 1: ...He/she shall appoint the Chairpersons of the committees outlined in the **Policies of the North Carolina Lions, Inc.** and shall be an ex-officio member of each of these Committees...

Current reading:

Section 2: The Vice-Presidents succeed or substitute for the President in case of absence or vacancy, according to their order of office. They shall, under the direction of the President, oversee the functioning of the following committees or any other committees the President may designate: e.g., First Vice-President shall be in charge of the Budget and Finance, By-Laws, Camp Dogwood, Endowments, Brighter Visions Annual Fund Drive, and Research and Long Range Planning and the Second Vice-President shall be in charge of Clinical Eye Research, Properties, Public Information & Education, Nominating, Sight & Hearing and Volunteer committees.

Revise to read:

Section 2: The vice-presidents succeed or substitute for the president in case of absence or vacancy, according to their order of office. They shall, under the direction of the president, oversee the functioning of committees **as designated by the president.**

Current reading:

ARTICLE IX

COMMITTEES

Section 1: Wherever three-year terms are referred to in the North Carolina Lions, Incorporated By-Laws, subsequent Governors approval is required for District appointments. North Carolina Lions, Incorporated State Chairpersons require the approval of subsequent North Carolina Lions, Incorporated Presidents.

Section 2: A. The Chairperson of the following standing committees, with the exception of the By-Laws, Nominating, and Research and Long-Range Planning Committees, shall be appointed by the President of the North Carolina Lions, Incorporated, before July 1, net, following his/her election to office.

One member of each Committee shall be appointed by each District Governor-Elect, before July 1, next, following his/her election to office, except for members of the Budget and Finance Committee, the Properties Committee, the Public Information and Education Committee, the Sight and Hearing Conservation Committee and the By-Laws Committee, whose appointments are for a three-year term. Appointments to these committees to fill any vacancies created by this rotation system shall be made by the appropriate District Governor-Elect before July 1, following his/her election to office. Should he/she move out of the sub-district from which he/she was appointed, miss two consecutive meetings without justifiable cause, or be unable to serve for any reason, as determined by the District Governor, his/her term on the committee shall terminate and the successor for his/her unexpired term shall be appointed by the District Governor.

- (1) Budget and Finance
- (2) By-Laws
- (3) Camp Dogwood
- (4) Sight and Hearing Conservation
- (5) Brighter Visions Annual Fund Drive
- (6) Properties
- (7) Public Information and Education
- (8) Fellowships and Partners Committee
- (9) Clinical Eye Research
- (10) Volunteers
- (11) Nominating
- (12) Research and Long-Range Planning

B. The President may appoint any special Committees and advisory Committees he/she deems necessary in the promotion and expansion of the work of the North Carolina Lions, Incorporated.

C. The North Carolina Lions, Incorporated staff and committee members shall be adequately bonded by a bonding company approved by the Board of Directors.

D. The North Carolina Lions, Incorporated committee members as specified in Article I, Section 2, A and B, shall be afforded the opportunity to be reimbursed for expenses not to exceed North Carolina Lions, Incorporated Rules of Audit.

Section 3: The President shall be an ex-officio member of all committees.

Section 4: All standing committees shall consist of a Chairperson and one member from each sub-district of Multiple District 31 of Lions Clubs International. No committee Chairperson or member shall serve for more than three one-year terms consecutively on the same committee.

Section 5: When requested by the President, Committee Chairpersons shall report either verbally or in writing at each regular meeting of the Executive Committee.

Section 6: When appropriate, matters brought to the attention of the full Board of Directors or Executive Committee shall be referred to the proper Committee for study, evaluation and action prior to submission to the Board of Directors.

Section 7: In the event any Committee member shall, during his/her term of office, move out of the sub-district from which he/she was appointed, miss two consecutive committee meetings

without justifiable cause, or be unable to serve for any reason, his/her term or office shall terminate and a successor for his/her unexpired term shall be appointed by the respective District Governor.

ARTICLE X

STANDING COMMITTEES AND THEIR DUTIES

Section 1: BUDGET AND FINANCE

This committee shall prepare in cooperation with the North Carolina Lions, Incorporated Executive Director and Treasurer a budget that would ensure that the North Carolina Lions, Incorporated operate on a line item balanced budget annually, depicting anticipated receipts and expenditures that would include and adequate reserve fund to ensure a smooth cash flow for the fiscal year, and shall present this prepared budget at the May meeting of the Board of Directors for its consideration. Upon approval of this budget by the Board, it is the responsibility of the Budget and Finance Committee to monitor the Budget and request explanations of variances. Any adjustments to line item budgeted accounts shall require the review and recommendations of this committee, and approval by the Executive Committee and the Board of Directors of the North Carolina Lions, Incorporated. Any receipts in excess of the budgeted line items shall be referred to its committee for recommendation prior to expenditure. The Budget and Finance Committee, with the Chairperson of the North Carolina Lions State Council Research and Long-Range Planning Committee, shall make periodic visits to agencies receiving North Carolina Lions, Incorporated funds for on-site program evaluation. Committee members shall be appointed for a term of three years.

Section 2: BY-LAWS

The North Carolina Lions Multiple District 31 Constitution and By-Laws Committee will function as the By-Laws Committee of the North Carolina Lions, Incorporated. This committee shall meet prior to the November Board of Directors meeting and review the North Carolina Lions, Incorporated By-Laws to see that they are meeting the needs of the organization. This committee shall investigate changes proposed by the Board of Directors or the Annual Meeting of the General Membership and report them to the Board with the committee's recommendations. Committee members shall be appointed for a term of three years.

Section 3: CAMP DOGWOOD

This Committee shall be responsible for conducting special fund-raising activities for Camp Dogwood, subject to the approval of the Board of Directors and the North Carolina Lions State Council. All financial activities at Camp Dogwood shall adhere to the budget of the North Carolina Lions, Incorporated. This Committee shall promote Camp Dogwood by encouraging both the blind, other handicapped, Lions and other authorized persons to make use of the facilities at the camp. The Committee shall inform the clubs of the camp's needs and encourage Lions Clubs to cooperate with Social Workers in preparing applications for visually impaired campers.

Section 4: SIGHT AND HEARING CONSERVATION

The Committee shall encourage clubs to enter into a variety of activities with the blind and/or hearing-impaired community with particular emphasis on one-on-one involvement. Also, this Committee shall distribute information concerning services available to the blind and/or hearing impaired through the programs of the North Carolina Lions, Inc., the Division of

Services for the Blind and other agencies. The Committee shall promote public information and awareness of the problems of the hearing impaired, screening and early detection of hearing problems, medical research, education, training and employment assistance, collection of used hearing aids, telephone and TV attachments and the use of Camp dogwood and other types of recreation for the deaf and/or blind.

This Committee shall promote the use of the Mobile Screening Unit by lions Clubs. This Committee shall serve as liaison between the Lions Clubs and the Eye and Human Tissue Banks.

The Committee shall cooperate with the Eye and Human Tissue Banks to educate the clubs and general public with the needs for tissue for transplantation.

The Committee shall also serve as the education arm for the humanitarian acts of organ donation, procurement and transplantation of eye tissue.

The Committee shall be responsible for awarding the North Carolina Lions Educational Grants each year to worthy students of a blind or visually impaired parent and/or parents, either living or deceased. The committee develops promotional material and establishes criteria for awarding the North Carolina Lions Educational Grant subject to the approval of the Board of Directors. Also, this Committee shall assist in the selection of the winners of the grants in accordance with board policy.

Committee members shall be appointed for a period of three years.

Section 5: BRIGHTER VISIONS ANNUAL FUND DRIVE

The duties of this Committee shall be to promote North Carolina Lions, Incorporated fund raising projects approved by the Board of Directors, the State Council of Governors, and the Lions of North Carolina in compliance with the existing state legislation. Funds collected from such drives, including Lions Clubs' contributions, shall be remitted to the state office of the North Carolina Lions, Incorporated which shall keep an accurate record of such funds. Monies shall be deposited in an approved bank to the credit of the North Carolina Lions, Incorporated.

This Committee shall promote North Carolina Lions, Incorporated fund raising projects through the use of Memorials and Honorariums. The duties of this committee shall include educating the local clubs regarding this program, promoting the use of Memorials and Honorariums by the general public, preparing informational brochures and materials for use of Lions and conducting programs. This committee should use all available means to promote Memorials and Honorariums such as district newsletters, North Carolina Lions, Incorporated newsletters, and press releases.

Section 6: PROPERTIES

This committee shall review all transactions involving real estate of the North Carolina Lions, Incorporated and make appropriate recommendations to the Board of Directors. This committee shall also be responsible for the maintenance and upkeep of all North Carolina Lions, Incorporated property. The committee shall work closely with the North Carolina State Council, Research and Long Range Planning Committee and shall be responsible for determining North Carolina Lions, Incorporated property needs, developing necessary plans, and implementing approved plans. In addition to the appointed membership, the Chairperson of the Camp Dogwood Committee shall serve as an ex-officio member of the committee without a vote. Committee members shall be appointed for a term of three years.

Section 7: PUBLIC INFORMATION AND EDUCATION

This Committee provides the news media with prepared stories and pictures and news releases and prepares and distributes public service announcements in cooperation with any other committee. All such news media releases or public service announcements must be prior approved by the President of the North Carolina Lions, Inc. or his/her authorized representative. In addition, any public statement regarding the North Carolina Lions, Inc., must receive prior approval of the President of the North Carolina Lions, Inc. or his/her authorized representative.

This Committee also solicits advertising for the North Carolina Lions, Inc. publications and periodically reviews North Carolina Lions, Inc. publications and periodically reviews North Carolina Lions, Inc. publications, brochures, pamphlets, films, videos, and other media to keep all information current.

This Committee shall assist the Executive Director and/or other staff members assigned to this function in compiling information for the North Carolina Lions, Inc. publications and shall assist in producing a period newspaper.

This Committee shall also be responsible to assist the Executive Director in the review and updating of the North Carolina Lions, Inc. website.

Committee members shall be appointed for a term of three years.

Section 8: FELLOWSHIPS AND PARTNERS COMMITTEE

This Committee shall promote the memories and accomplishments of Past International Presidents John L. "Jack" Stickley, William L. Woolard, and Sid L. Scruggs, III to the Lions of North Carolina through established programs.

This Committee shall promote the use of the Jack Stickley Fellowship as an endowment fund to assist in covering North Carolina Lions, Incorporated administrative expenses.

This Committee shall also promote the use of the William L. Woolard Partner-In-Service program not only to fund an endowment but also to provide funding for current programs and services.

This Committee shall promote the use of the Sid L. Scruggs, III Beacon of Hope Fellowship to provide funding to support campers attending Camp Dogwood Summer Program for the visually impaired.

Section 9: CLINICAL EYE RESEARCH

This Committee will be responsible for overseeing the eye research projects that have been voted on and approved by the Lions of North Carolina. The committee members will coordinate their respective district fund raising projects for eye research. They will be responsible for having a close working relationship with agencies that are involved with eye research and in particular the ones that the Lions are supporting. Through programs and education, they will encourage the continued support of eye research throughout the State of North Carolina.

Section 10: VOLUNTEERS

This Committee shall promote the use of volunteers to reduce the operating expense of the North Carolina Lions, Incorporated. Duties shall include seeking and preparing a list of Potential volunteers and determining and coordinating work projects with the cooperation of the Properties Committee and the North Carolina Lions, Incorporated Staff. This committee should present programs and encourage clubs to provide volunteers.

Section 11: The North Carolina Lions State Council's Nominating Committee will function as the Nominating Committee for the North Carolina Lions, Incorporated.

Section 12: The North Carolina Lions State Council's Research and Long Range Planning Committee will function as the Research and Long Range Planning Committee for the North Carolina Lions, Incorporated.

Revise to read: **DELETE ARTICLES IX AND X IN THEIR ENTIRETY**

RENUMBER ARTICLES TO READ

ARTICLE XI
ARTICLE IX

AWARDS
AWARDS

ARTICLE XII
ARTICLE X

PARLIAMENTARY PRACTICES
PARLIAMENTARY PRACTICES

ARTICLE XIII
ARTICLE XI

COMPLIANCE WITH INTERNAL REVENUE CODE AND DISTRIBUTION OF ASSETS
COMPLIANCE WITH INTERNAL REVENUE CODE AND DISTRIBUTION OF ASSETS

ARTICLE XIV
ARTICLE XII

AMENDMENTS
AMENDMENTS

NORTH CAROLINA LIONS, INCORPORATED
POLICY AND PROCEDURES MANUAL
PROPOSED CHANGES

ADD:

NCLI POLICY ON COMMITTEES

This policy is designed to spell out the duties and responsibilities of the committees operating under the North Carolina Lions, Inc. excluding the By-Laws and Nominating Committees whose members are appointed by the Council/District Governors. These two committees also function as the By-Laws committee and Nominating committee for the North Carolina Lions, Inc.

- A. All committees referred to in this policy will consist of a member from each sub-district, serving a staggered three-year term excluding those appointed according to the schedule listed below for each committee. The initial appointment for each committee is listed under each committee. State chairpersons of committees under North Carolina Lions, Inc. will serve three-year terms but will require the approval of subsequent presidents of North Carolina Lions, Inc.
- B. The North Carolina Lions, Inc. committee chairpersons as specified in this policy shall be afforded the opportunity to be reimbursed according to the rules of audit of North Carolina Lions, Inc.
- C. The President shall be an ex-officio member of all committees.
- D. All standing committees shall consist of a chairperson and one member from each sub-district of Multiple District 31 of Lions Clubs International. The 1st vice-district governor and the president-elect of the North Carolina Lions, Inc. shall agree on the appointment of the district's representative for all committees prior to his/her appointment by the 1st vice-district governor for his/her year in office. No committee chairperson or sub-district member shall serve more than one full three-year term on the same committee.
- E. All committee chairpersons shall submit a written report for each quarterly meeting of the Board of Directors. Reports for the Board of Directors will only be presented verbally when action is needed by the Board of Directors or is requested by the president.
- F. When appropriate, matters brought to the attention of the full Board of Directors or the Executive Committee shall be referred to the proper committee for study, evaluation and action prior to submission to the Board of Directors.
- G. In the event any committee member shall, during his/her term of office, move out of the sub-district from which he/she was appointed, miss two consecutive committee meetings without justifiable cause, or be unable to serve for any reason, his/her term of office shall be deemed terminated. A successor shall be appointed by the district governor and agreed upon by the President of North Carolina Lions, Inc.
- H. All committees serving under the North Carolina Lions, Inc. shall meet a minimum of twice each year, either in person or by conference call.
- I. All Lions serving on a North Carolina Lions Inc. committee shall be active and a member in good standing.

Section 1: STANDING COMMITTEES AND THEIR DUTIES

The chairperson of the following standing committees except for the By-Laws and Nominating Subsequent appointments shall be for a full three-year term Committees shall be appointed by the president of the North Carolina Lions, Inc. before July 1, next following his/her election to office.

- a) By-Laws (chairperson and members appointed by Council of Governors/District Governors)
- b) Nominating (Chairperson and members appointed by Council of Governors/District Governors)
- c) Budget and Finance
- d) Information Technology and Education
- e) Facilities
- f) Fund Raising
- g) Camp Dogwood
- h) NCLI Long-Range Planning

A. BY-LAWS COMMITTEE

The North Carolina Lions Multiple District 31 Constitution and By-Laws committee will function as the By-Laws committee of the North Carolina Lions, Incorporated.

B. NOMINATING COMMITTEE

The North Carolina Lions Multiple District 31 Nominating committee will function as the Nominating committee for the North Carolina Lions, Inc.

C. BUDGET AND FINANCE COMMITTEE

The role of the Budget and Finance committee is to govern the financial activities and operations of the North Carolina Lions, Inc. This committee provides oversight of the entity's financial affairs which includes financial planning, operational and capital budgeting, debt financing and risk management.

I. Duties

- Prepare an annual budget for approval by the Board of Directors
 - Set long term financial goals for the organization, such as creating working capital or cash reserve funds, gross and net revenue targets, and creating a fund for maintaining or replacing equipment.
 - Review of the organization's internal controls
 - Ensure timely, accurate, and user-friendly financial reports
 - Ensure the organization's insurance coverage appropriately protects its assets
 - Monitor actual income and expense to budgeted income and expenses monthly. Investigate any unusual variance
 - Ensure that the board is alerted to any existing or projected financial problems the organization is facing or is expected to face
- II. Appointment to this committee shall be for a three-year staggered term and will consist of the following members: State chairperson appointed by the president, the executive director (non-voting), treasurer, and one member from each sub-

district. The initial appointments from the sub-districts to this committee shall be for the term indicated below and take office on July 1, 2018.

- I. District "L" 1 Year
- II. District "I" 2 Years
- III. District "O" 3 Years
- IV. District "N" 1 Year
- V. District "S" 2 Years

Subsequent appointments shall be for a full three-year term.

D. INFORMATION TECHNOLOGY AND EDUCATION COMMITTEE

This committee shall consist of five members plus the executive director of North Carolina Lions, Inc. and the vice-president to which this committee reports. The president shall appoint a chairperson who shall prepare reports for the Executive Committee and the Board of Directors as required. All members of this committee will serve three-year staggered terms.

This committee shall have oversight of and the responsibility for informing the Lions of North Carolina on the following items:

- Information concerning services available to the blind and visually or hearing impaired through the programs of the North Carolina Lions, Inc., the Division of Services for the Blind and other agencies and shall promote the use of the Mobile Screening Unit by Lions clubs through North Carolina.
- Through educational programs to encourage support of eye research throughout the state of North Carolina.
- Periodically review publications, brochures, pamphlets, films, videos, and other media produced for North Carolina Lions, Inc. to keep all information current.
- Assist the executive director and/or other staff members in compiling information for North Carolina Lions, Inc. publications, assist in soliciting advertising, assist in promoting the various activities of the North Carolina Lions, Inc., electronic distribution of information to the North Carolina Lions and other interested addresses, including preparation of a North Carolina Lions, Inc. newsletter.

All news media releases or public service announcements must have the prior approval Of the president of North Carolina Lions, Inc. or his/her designated representative for such related matters.

Committee members must demonstrate IT competence and a desire to work in the area of information and education.

The committee shall also be responsible to assist, and at the discretion of the executive director, in the review and updating the North Carolina Lions, Inc. website.

Committee members shall serve for a term of three years and the members shall initially be appointed from the sub-districts for the term indicated below and take office July 1, 2018

- I. District "L" 3 Years
- II. District "I" 1 Year
- III. District "O" 2 Years
- IV. District "N" 3 Years
- V. District "S" 1 Year

Subsequent appointments shall be for a full three-year term.

E. FACILITIES COMMITTEE

1. This committee shall review all transactions involving real estate of the North Carolina Lions, Inc. and make appropriate recommendations to the Board of Directors. This committee also shall be responsible for the maintenance and upkeep of all North Carolina Lions, Inc. property as well as recruiting volunteers with appropriate skills to complete these tasks. This committee shall work closely with the Long-Range Planning committee in determining North Carolina Lions, Inc. property needs, developing necessary plans, and implementing plans approved by the Board of Directors. This committee shall be responsible for coordinating work projects with the staff of the North Carolina Lions, Inc. This committee shall also be responsible for recruiting the necessary Lions volunteers with the skills needed to complete the work projects.
2. Members of this committee shall be appointed for a term of three years and consist of a state chairperson, the vice-president under which the committee serves, one representative appointed from each of the sub-districts of Multiple District 31 as agreed upon by the president and the appropriate district governor, the executive director (non-voting) and the chairperson of the Camp Dogwood committee as a non-voting member.
3. To ensure continuity on this committee the initial appointments from the sub-districts shall be for the term indicated below and take office on July 1, 2018:
 - I. District "L" 2 Years
 - II. District "I" 3 Years
 - III. District "O" 1 Year
 - IV. District "N" 2 Years
 - V. District "S" 3 Years

Subsequent appointments shall be for a full three-year term.

F. FUND-RAISING COMMITTEE

The duties of this committee shall be to promote North Carolina Lions, Inc. fund-raising projects approved by the Board of Directors, the Council of Governors, and the Lions of North Carolina in compliance with the existing state legislation. This committee shall:

1. Assist the executive director and development director with prospect research by assessing and locating potential donors, on an individual and corporate basis. Committee members will examine prospective donor background, including giving histories, philanthropic motivation and backgrounds.
2. Promote North Carolina Lions, Inc. fund-raising projects through the annual Brighter Visions Drive.
3. Promote the North Carolina Lions Ambassador program as a fund to assist in covering North Carolina Lions, Incorporated expenses. This committee shall also support the use of the William L. Woolard Partner-In-Service program to fund an endowment and to provide funding for current programs and services. This committee shall support the use of the Sid L. Scruggs, III Beacon of Hope Fellowship to provide funding to support campers attending Camp Dogwood summer program for the visually impaired. This committee shall also support but cease to promote the Jack Sticklely Fellowship as of June 30, 2018.
4. Educate local clubs regarding the above programs, including preparing informational brochures and materials and conducting programs to promote the North Carolina Lions Ambassador program by the public (Lions and non-Lions). This committee shall use all available means to promote fund-raising such as district newsletters, North Carolina Lions, Incorporated newsletters and press releases. Funds collected shall be remitted to the state office of North Carolina Lions, Inc. which shall keep an accurate record of such funds. Monies shall be deposited in an approved bank to the credit of North Carolina Lions, Inc.
5. Conduct special fund-raising activities for Camp Dogwood (e.g. the Camp Dogwood Raffle) subject to the approval of the Board of Directors.
6. Appointments
 - a. All appointments to this committee shall be for a period of three years serving staggered terms.
 - b. The initial appointments by the District Governors for the sub-districts shall be for a term as indicated below and take office on July 1, 2018:
 - i. District "L" 1 Year
 - ii. District "I" 2 Years
 - iii. District "O" 3 Years
 - iv. District "N" 1 Year
 - v. District "S" 2 YearsSubsequent appointments shall be for a full three-year term.

G. CAMP DOGWOOD COMMITTEE

1. Meetings: This committee shall meet quarterly with at least one meeting being at Camp Dogwood.
2. Organization:

The appointed members of this committee will serve a staggered three-year term. Each appointed member from the sub-districts shall be reviewed and agreed upon by the president-elect and the 1st vice-district governor prior to his/her appointment. Each appointee shall be familiar with Camp Dogwood. The chairperson shall be appointed by the president and will report to the Executive Committee and the Board of Directors.

 - a. Chairperson
 - b. Executive Director of NCLI (non-voting)
 - c. Camp Director (non-voting)
 - d. One member from each subdistrict
 - e. Camp volunteer familiar with Camp Dogwood (appointed by the president)
 - f. A volunteer from the hospitality industry or similar industry appointed by the president.
3. Responsibilities
 - a. Increasing statewide knowledge of Camp Dogwood and services it provides to the visually impaired population of the state.
 - i. Sending information about the services and opportunities available to all Lions clubs and county social workers in the state.
 - ii. Conducting seminars and informational briefings in selected areas throughout the state.
 - b. Developing two types of summer programs:
 - i. Program that appeals to more sedentary population
 - ii. Program that appeals to more active and younger population.
 - c. Recruiting volunteers for the summer camp season
 - d. Advertising and promoting off-season usage of Camp Dogwood.
 - e. Overseeing the sub-committees, assisting in planning programs and referring equipment needs to the Facilities committee:
 - i. Summer Camp
 - ii. Off-Season Usage
4. The chairperson shall serve as a non-voting member of the Facilities Committee.
5. The initial appointments for members from the sub-districts will be appointed for the terms as indicated below and take office July 1, 2018:
 - a. District "L" 3 Years
 - b. District "I" 1 Year
 - c. District "O" 2 Years
 - d. District "N" 3 Years
 - e. District "S" 1 YearSubsequent appointments will be for a full three-year term.

H. LONG-RANGE PLANNING COMMITTEE

1. This committee shall investigate, study, and provide planning guidance to the Board of Directors of the North Carolina Lions, Inc. It will develop and update a long-range plan for three (3) years and a plan for five (5) years to enhance the future of the North Carolina Lions, Incorporated to maintain financial solvency. This committee shall meet a minimum of twice each year. It shall report to the Executive Committee and the Board of Directors any recommended changes and update.
2. This committee shall be composed of the president, 1st vice-president, 2nd vice-president, executive director, a committee chairperson appointed yearly by the president, one representative from each sub-district and one additional past president as appointed by the president. All members, except the executive director, shall have served a full term on the Board of Directors of the North Carolina Lions, Inc.

The president may appoint additional qualified members for a full term of three years. All members shall be appointed for a staggered term of three (3) years except the initial appointments as listed below who will take office July 1, 2018 for the terms indicated:

- a. District "L" 2 Years
- b. District "I" 3 Years
- c. District "O" 1 Year
- d. District "N" 2 Years
- e. District "S" 3 Years

Subsequent appointments will be for a full three-year term.

•

Clinical Eye Report
February 11, 2018
Report prepared by Bob Sprinkle
Clinical Eye Research Chair

My first two reports were focused on Wake Forest Baptist hospital Clinical Eye Research Department. My next two reports will be focused on Duke University School of Medicine.

Several recent Principal Investigator initiated and industry-initiated clinical trials that the division have either conducted or participated in have resulted in the introduction of new medications and therapeutics to the public.

The faculty participate in very early pre-clinical research, population studies and research for the development of diagnostic devices.

I would like to read to you an e-mail that I received from Christie Milleson Research Practice Manager Duke Office of Clinical Research.

Hi Bob,

Please find the summary note from Dr. Freedman below and let me know if you have any questions. We are very appreciative of the support of the Lions Club. Please feel free to reach out if there is anything I can help you with in the future.

The North Carolina Lions Club, and the Lions in general, have been amazing supporters of Duke Eye Center, and have made a tremendous difference in our ability to provide cutting-edge diagnosis and treatment to thousands of children annually with both common, but also very complex and severe eye diseases. Started many years ago, the Lions contributed annually to the North Carolina Lions Foundation Pediatric Ophthalmology Endowment Fund, which once completed almost 20 years ago, has continued to support clinical research for children at Duke Eye Center. As an endowment, this research resource never runs out, but continues to provide annual funding. This funding has supported our research in myriad ways, including helping pay for valuable Research Coordinator time to keep track of, and run our many ongoing clinical studies, as well as helping fund expenses associated with the actual research itself, from research imaging, to study participant expenses, to actual clinical research equipment. Without the North Carolina Lions Foundation Pediatric Ophthalmology Endowment Fund, our Clinical Research in the Pediatrics Division at Duke Eye Center would not be where it is today. We cannot possibly adequately express our gratitude for the generosity of the North Carolina Lions. We pledge to continue appreciating and making the very most of the generosity of the North Carolina Lions as we search for new and better ways to help save children's sight at Duke Eye Center.

Thanks,

Christie Milleson, CCRP

Research Practice Manager

Duke Office of Clinical Research (DOCR)

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North Carolina Lions, Inc.
Third Quarterly Meeting, February 11, 2018

Report of the Sight and Hearing Conservation Committee

On Monday, February 5, 2018, I received the recommendations of the Strategic Planning Committee's on the proposed new committees of North Carolina Lions, Inc.. As my Committee, Sight and Hearing Conservation, will be absorbed into the new Information Technology and Education Committee, my report will center on a little bit of history, the components of this new committee and the placement of Sight and Hearing inside this committee.

The current Sight and Hearing Committee has long been a catch-all of disparate parts. Sight Conservation is an extremely large and complex topic. The need to educate Lions, Lions Clubs, and the public alone is huge all by itself. As to the Hearing Component, well, that just didn't get much attention and still doesn't. So what did we do over time, we layered this Committee with additional charges like providing eye exams and eyeglasses, the Mobile Screening Unit (MSU), Educational Grant supervision, eye and human tissue donation for transplantation. This overload had a predictable result. This ball of string got so large over the years that many of it's components got ignored and the others only received lip service.

It would seem that the Information Technology and Education Committee, as the Strategic Planning Committee envisions it at the outset, is inviting history to repeat itself. Yes, researching and reviewing NCLI publications and keeping all information current is important. Yes, compiling information for NCLI publications, promoting NCLI activities, and electronic distribution of NCLI information are all important. However, my feeling is that Sight and Hearing got buried here because of one word and that is "Information." Quite frankly, Sight and Hearing is more than just providing information. We need to acknowledge that fact.

The second paragraph of Section 1, Part D reads as follows: "This Committee shall have oversight of and the responsibility for informing the Lions of North Carolina on the following items:

- Information concerning services available to the blind and visually or hearing impaired through the programs of the North Carolina Lions, Inc., the Division of Services for the Blind and other agencies, and shall promote the use of the Mobile Screening Unit by Lions Clubs throughout (sic) North Carolina.

- Through educational programs to encourage support of eye research throughout the State of North Carolina.

That's it folks: provide "information" to the Lions Clubs throughout North Carolina on services for the visually & hearing impaired, promote the MSU and encourage support for eye research.

THREE OBSERVATIONS:

- (1) Lions Clubs throughout the State raise funds to support their activities in providing eye exams and eyeglasses. In coordination with the LCI KidSight USA program, they promote eye exams for school age children. Lions are also encouraged to collect used eyeglasses, hearing aids and cell phones for recycling.
- (2) In times of financial stress and a falling number of participants, we should not be promoting the Mobile Screening Unit. If it costs \$1,500.00 to send the MSU out for a screening and the return from the Club is \$150.00, how can we justify losing \$1,350.00 per trip. My advice; park it or sell it.
- (3) While Lions in North Carolina should always support Clinical Eye Research through NCLI, good stewardship dictates we should suspend this activity until further notice.

Suspending two of the three charges to the Sight and Hearing component of the Information Technology and Education Committee leaves us with only the "Information" aspect and we know we do so much more than just pump out "information."

Helen Keller, in her charge to the Lions International Convention in Chicago in 1925 asked Lions to be Knights of the Blind in the Crusade against Darkness. The Lions accepted that challenge and our work ever since has included sight programs aimed at preventable blindness. LCIF's Sight First One and Two gave that message global dimension raising respectively \$140 million and \$205 million. How, I ask you, can we now designate this centerpiece of Lions service to a minor role in our committee structure.

My recommendation is to strip Sight and Hearing "Information" out of the Information Technology and Education Committee and re-establish the Sight and Hearing Conservation Committee as a standing committee. In doing so we can breathe new life into this so fundamental element of Lion Service.

If this is the direction the Strategic Planning Committee and NCLI wants to take there is an awful lot of work that needs to be done in preparation for revitalizing the Sight and Hearing Conservation Committee. If approved, I will initiate the following steps before June 30, 2018:

1. Survey all Clubs and Districts in North Carolina to ascertain what Sight and Hearing Service Projects they currently pursue.
2. If a Club or District partners with another Club or outside organization, we need to know more about that affiliation so we can build a list of partners that work efficiently and effectively together. This list should be shared with our leadership and our clubs.
3. We need to establish the ground rules of just what the scope of the committee is and communicate this to our leadership and to our club membership.
4. Quarterly written reports need to be required of the State Committee Chair and these reports need to be shared with our leadership and clubs throughout the State.
5. Term limits of three years for both State and District Chairs.

Respectfully submitted,

A handwritten signature in black ink that reads "Ron Kelly". The signature is written in a cursive style with a long horizontal line extending to the right.

PCC Ron Kelly, State Chair

NORTH CAROLINA



Lions, Inc.

Sight & Hearing Committee Monthly Update

January 31, 2018

	Current Month	Year to Date
Support and Mobility Canes	5	544
Matching Funds		
Exams Provided	122	522
Glasses Provided	169	768
Dollars Spent		
Eyeglasses Collected	7794	58203
Hearing Aids Collected	24	230
Ink Jet Cartridges	89	1364
	Students Participating	
Educational Grants	8	

Volunteer Report

2-11-18

Volunteer Clean up days will be April 9 - thru April 12.

The registration packets are being sent out this week. (by Keisha).

We have a number of tasks to take care of this year -

~~Pres.~~ Pres. George Suggs has gotten paint donated to paint the inside of the "Director's" Home. Thank you Sherwin Williams Paint Co.

We have a couple of concrete pads to pour.

The regular power washing, window washing, landscaping, sorting of glasses, Racks being repaired and spruced up; carpentry work etc. Cornhole Games to be built.

Just a variety of jobs.

Hopefully the Properties & Volunteer Committee will be able to meet at Camp Dequand the 2nd week in March to go over the lists of work.

Robert Carroll of the Waverton
Club has agreed to come down
for the concrete work and to be
my backup for assistance if needed.
I know the work days will
be successful as usual.

I thank you for the privilege of
serving.

P D G Martin Henry
State Volunteer Chair

Pin Recycle Program—Over \$ 160,000.00!!

By: Lion Dave Butler, PCC

President George, fellow Lions and guests. Since my report to you in November, we have had three sales. Lion Lou Creel made \$223.00 at the professional swap in Winchester, Virginia, I made \$370.00 at the District 31-L Fall Convention, and Lion Lou made \$302.00 at the District 31-N/S Mid-Winter Convention in January. We will have sales at the NC Pin Swap and the NC State Convention in April.

We have a good supply of **NC State, District, Club, and Personal pins** available at this time. Send me an email or give me a call for any of your pin needs. There is a good chance we will be able to help fill the gaps in your collection.

Lion Lou Creel and I had a discussion last November and agreed that our Co-Chairs with the NCLI Pin Sales for Eye Research will end on June 30th of this Lion's year. We both have sizable inventories of pins for someone to pick up. The price of pins have dropped dramatically and the markets are flooded with an over-supply. I believe there is still some money to be made, but feel it will have to be done primarily on line through ebay. Neither Lou nor I have the expertise or time to manage this kind of program. Lion Joe Shumate and I started the program in 1995, and Lion Lou has been with the program since early 2000, when Lion Joe started having health problems and had to slow down. It has been a great program securing funds for eye research, with over \$160,000.00 secured with "0" expense to NCLI.

Thanks, again, to everyone who has played a part in the great success of this project for our North Carolina Lions, Inc. Eye Research Programs.

REMEMBER! IF IT WASN'T FOR EYE RESEARCH, MANY OF US WOULD BE BLIND TODAY AND MOST OF US WOULD BE FACING A LIFE OF BLINDNESS IN THE FUTURE.

Amount raised to date is: \$ 160,002.39 .

Thank You

Lion Dave Butler, PCC

NORTH CAROLINA LIONS INCORPORATED
BY-LAWS
PROPOSED CHANGES

ARTICLE IV OFFICERS AND DIRECTORS

Current Reading:

Section 1: The Board of Directors of the North Carolina Lions, Incorporated shall be the District Governors and Council Chairperson of Multiple District 31 of Lions Clubs International, two elected Directors from each sub-district, the President, Immediate past President, First Vice-President, Second Vice-President, Secretary, and the Treasurer.

Revise to read:

Section 1: The Board of Directors of the North Carolina Lions, Inc. shall be **comprised of** the District Governors **of Multiple District 31**, the council chair of Multiple District 31 **as an ex-officio member**, two elected directors from each sub-district, the president, immediate past President, 1st vice-president, 2nd vice-president, secretary, treasurer, **and up to five at-large directors to represent but not limited to:**

- a) Advocate for the blind and visually impaired
- b) Advocate for the children homes of North Carolina
- c) Development officer – donor representative and/or corporate donor
- d) Major donor (Lion or non-Lion)
- e) Major donor (Lion or non-Lion)

The at-large directors may be non-Lions, a health care provider, or one who can bring experience in working with a not-for-profit organization.

Current Reading:

Section 2: The elective officers of the North Carolina Lions, Incorporated shall be President, First Vice-President, Second Vice-President, Secretary and Treasurer. All members of the Board of Directors and officers of the North Carolina Lions, Incorporated, must be Lions in good standing; with the President, First Vice-President, and Second Vice-President having served on the Board of Directors as a District Governor, as an elected director from his or her sub-district, or in any other Director position.

Revise to read:

Section 2: The **elected** officers of the North Carolina Lions, Incorporated shall be president, 1st vice-president, 2nd vice-president, secretary and treasurer. All members of the Board of Directors and officers of the North Carolina Lions, Inc. must be Lions in good standing; with the president, 1st vice-President, and 2nd vice-president having served on the Board of Directors as a district governor, as an elected director from his or her sub-district, or in any other **elected board** position.

A sub-district director may serve for two full two-year terms. Each elected Lion director shall be a Lion in good standing.

Candidates for at-large directors may be recommended to the Executive Committee to be elected to the Board by the Board of Directors for a period of three years.

Any director may be removed from the board by a two-thirds vote of the board members for justifiable cause.

Current reading:

Board of Directors may change the meeting due to emergencies which may arise prior to any given meeting. Notice of such meetings shall be mailed to each member of the Board of Directors and to the President of each Lions Club in Multiple District 31 of Lions Clubs International at least 30 days prior to the meeting.

Revise to read:

Section 1: ...The Board of Directors may change the meeting due to emergencies which may arise prior to any given meeting. Notice of such meetings shall be **sent** to each member of the Board of Directors and to the president of each Lions club in Multiple District 31 of Lions Clubs International at least 30 days prior to the meeting **by regular mail or electronically**.

ARTICLE VI MEMBERSHIP

Current reading:

Section 3: Persons purchasing a Life Membership may designate such contribution to be placed in the North Carolina, Incorporated Endowment Fund. Only earned income from this fund will be used for current North Carolina Lions, Incorporated obligations. In the absence of specific designations, Life Membership contributions will be placed in the general operating fund of the North Carolina Lions, Incorporated. All other membership contributions will be placed in the general operating fund of the North Carolina Lions, Incorporated.

Revise to read:

Section 3: All membership contributions will be placed in the general operating fund of the North Carolina Lions, Inc.

ARTICLE VII ELECTIONS

Current reading:

Section 2: No person shall be eligible to hold office or be appointed to a committee in the North Carolina Lions, Incorporated unless he/she is a Lion in good standing.

Revise to read:

Section 2: No **Lion** shall be eligible to hold office or be appointed to a committee in the North Carolina Lions, Inc. unless he/she is a Lion in good standing.

Current reading:

Section 4: The office of President, First Vice-President, and Second Vice-President shall be filled only by persons previously having served as a, member of the Board of Directors of the Organization as a District Governor, an elected director from his or her sub-district, or in any other Director position.

Revise to read:

Section 4: The office of president, 1st vice-president, and 2nd vice-president shall be filled only by a **Lion** previously having served as a member of the Board of Directors of **North Carolina Lions, Incorporated** as a district governor, an elected director from his or her sub-district, or in any other **elected board** position.

Current reading:

Section 8: All officers except Elective Directors shall be elected annually and take office on July 1 and shall hold office for one year from that date.

Revise to read:

Section 8: All officers except elected directors **and at-large directors** shall be elected annually and take office on July 1 and shall hold office for one year from that date.

One member of each Committee shall be appointed by each District Governor-Elect, before July 1, next, following his/her election to office, except for members of the Budget and Finance Committee, the Properties Committee, the Public Information and Education Committee, the Sight and Hearing Conservation Committee and the By-Laws Committee, whose appointments are for a three-year term. Appointments to these committees to fill any vacancies created by this rotation system shall be made by the appropriate District Governor-Elect before July 1, following his/her election to office. Should he/she move out of the sub-district from which he/she was appointed, miss two consecutive meetings without justifiable cause, or be unable to serve for any reason, as determined by the District Governor, his/her term on the committee shall terminate and the successor for his/her unexpired term shall be appointed by the District Governor.

- (1) Budget and Finance
- (2) By-Laws
- (3) Camp Dogwood
- (4) Sight and Hearing Conservation
- (5) Brighter Visions Annual Fund Drive
- (6) Properties
- (7) Public Information and Education
- (8) Fellowships and Partners Committee
- (9) Clinical Eye Research
- (10) Volunteers
- (11) Nominating
- (12) Research and Long-Range Planning

B. The President may appoint any special Committees and advisory Committees he/she deems necessary in the promotion and expansion of the work of the North Carolina Lions, Incorporated.

C. The North Carolina Lions, Incorporated staff and committee members shall be adequately bonded by a bonding company approved by the Board of Directors.

D. The North Carolina Lions, Incorporated committee members as specified in Article I, Section 2, A and B, shall be afforded the opportunity to be reimbursed for expenses not to exceed North Carolina Lions, Incorporated Rules of Audit.

Section 3: The President shall be an ex-officio member of all committees.

Section 4: All standing committees shall consist of a Chairperson and one member from each sub-district of Multiple District 31 of Lions Clubs International. No committee Chairperson or member shall serve for more than three one-year terms consecutively on the same committee.

Section 5: When requested by the President, Committee Chairpersons shall report either verbally or in writing at each regular meeting of the Executive Committee.

Section 6: When appropriate, matters brought to the attention of the full Board of Directors or Executive Committee shall be referred to the proper Committee for study, evaluation and action prior to submission to the Board of Directors.

Section 7: In the event any Committee member shall, during his/her term of office, move out of the sub-district from which he/she was appointed, miss two consecutive committee meetings

Services for the Blind and other agencies. The Committee shall promote public information and awareness of the problems of the hearing impaired, screening and early detection of hearing problems, medical research, education, training and employment assistance, collection of used hearing aids, telephone and TV attachments and the use of Camp dogwood and other types of recreation for the deaf and/or blind.

This Committee shall promote the use of the Mobile Screening Unit by lions Clubs. This Committee shall serve as liaison between the Lions Clubs and the Eye and Human Tissue Banks.

The Committee shall cooperate with the Eye and Human Tissue Banks to educate the clubs and general public with the needs for tissue for transplantation.

The Committee shall also serve as the education arm for the humanitarian acts of organ donation, procurement and transplantation of eye tissue.

The Committee shall be responsible for awarding the North Carolina Lions Educational Grants each year to worthy students of a blind or visually impaired parent and/or parents, either living or deceased. The committee develops promotional material and establishes criteria for awarding the North Carolina Lions Educational Grant subject to the approval of the Board of Directors. Also, this Committee shall assist in the selection of the winners of the grants in accordance with board policy.

Committee members shall be appointed for a period of three years.

Section 5: BRIGHTER VISIONS ANNUAL FUND DRIVE

The duties of this Committee shall be to promote North Carolina Lions, Incorporated fund raising projects approved by the Board of Directors, the State Council of Governors, and the Lions of North Carolina in compliance with the existing state legislation. Funds collected from such drives, including Lions Clubs' contributions, shall be remitted to the state office of the North Carolina Lions, Incorporated which shall keep an accurate record of such funds. Monies shall be deposited in an approved bank to the credit of the North Carolina Lions, Incorporated.

This Committee shall promote North Carolina Lions, Incorporated fund raising projects through the use of Memorials and Honorariums. The duties of this committee shall include educating the local clubs regarding this program, promoting the use of Memorials and Honorariums by the general public, preparing informational brochures and materials for use of Lions and conducting programs. This committee should use all available means to promote Memorials and Honorariums such as district newsletters, North Carolina Lions, Incorporated newsletters, and press releases.

Section 6: PROPERTIES

This committee shall review all transactions involving real estate of the North Carolina Lions, Incorporated and make appropriate recommendations to the Board of Directors. This committee shall also be responsible for the maintenance and upkeep of all North Carolina Lions, Incorporated property. The committee shall work closely with the North Carolina State Council, Research and Long Range Planning Committee and shall be responsible for determining North Carolina Lions, Incorporated property needs, developing necessary plans, and implementing approved plans. In addition to the appointed membership, the Chairperson of the Camp Dogwood Committee shall serve as an ex-officio member of the committee without a vote. Committee members shall be appointed for a term of three years.

Section 7: PUBLIC INFORMATION AND EDUCATION

Section 12: The North Carolina Lions State Council's Research and Long Range Planning Committee will function as the Research and Long Range Planning Committee for the North Carolina Lions, Incorporated.

Revise to read: **DELETE ARTICLES IX AND X IN THEIR ENTIRETY**

RENUMBER ARTICLES TO READ

ARTICLE XI AWARDS
ARTICLE IX AWARDS

ARTICLE XII PARLIAMENTARY PRACTICES
ARTICLE X PARLIAMENTARY PRACTICES

ARTICLE XIII COMPLIANCE WITH INTERNAL REVENUE CODE AND DISTRIBUTION OF ASSETS
ARTICLE XI COMPLIANCE WITH INTERNAL REVENUE CODE AND DISTRIBUTION OF ASSETS

ARTICLE XIV AMENDMENTS
ARTICLE XII AMENDMENTS

See the attached report.

Fellowships & Partners

PDG Keith Peedin

These are numbers as of today:

1. Jack Stickley Fellows - \$8,000.00
2. Woolard Partner in Service- \$1,500.00
3. Scruggs Beacon of Hope- \$3,300.00
4. Ambassador Award- No report

Brighter Visions

PDG John Owens

See the attached report.

Budget and Finance

Lion Steve Walker

See the attached report.

Any suggestions for the budget need to be in by March 15th for review, the new budget will be voted on at the May 20th meeting at Camp Dogwood. Send any questions to Steve, Hillary and George.

A motion to approve the committee reports serving under First Vice President Sandy Scarlett was made by District Governor Karl Ernst and a second by Second Vice District Governor Mark Bateman. The motion passed.

A report on the Camp Dogwood Facility use was given without a verbal report. See the attached report by PDG Jana Peedin.

At the conclusion of the meeting, everyone present was given a short course on SEXUAL HARASSMENT. A brochure given instructions on what not to do along with two (2) videos were presented. Everyone in attendance was asked to sign a sheet signifying they had taken to course and the office or position that they held. See the attached forms presented.

Respectfully submitted,

Johnny E. Berry, Secretary.

Brighter Visions Report - February 11, 2018

North Carolina Lions, Inc.

The good news is that as of January 31, we have raised \$305,317.78 which is 44.6% of our goal of \$684,500. We are about \$30,000 ahead of where we were this time last year.

On our imaginary 600-mile journey from Manteo to Murphy, our red Corvette convertible is zooming on up Highway 64 from Asheboro headed to Lexington. We're almost half way to our destination.

I have been impressed with what I've heard about how Lions are getting the word out about Brighter Visions. One zone chair that I talked with took the latest report to a meeting and used it to encourage clubs that had not already donated. One of the governors has reported that he is asking the PDGs in the district to make a personal appeal to all clubs that have not already contributed. That's the way to get things done – collaboration and coordination. Please share your successful ideas with each other so that we will all succeed.

Remember, it's not too late right now for you to sponsor a district-wide project for Brighter Visions. But now is the time to act. Make your plans now so that you can carry them out before the end of our year in June. Talk with each other to develop ideas and suggestions.

Again, I thank you for your work, and congratulate you on your accomplishments so far. Let's keep on keeping on. If there is anything that I can do to help you, let me know.

Thank you for the opportunity to serve.

Lion John Owens, PDG

Brighter Visions Chair

M S N
Scholarship
Committee

NORTH CAROLINA



Lions, Inc.

Endowments 1/24/2018

Dist	Members	Stickley	Woolard	Scruggs
L	1,266	2,500.00	800.00	600.00
I	1,260	2,500.00	300.00	800.00
O	1,219	500.00	400.00	400.00
N	1,276	500.00	0.00	0.00
S	1,197	2,000.00	0.00	700.00
M		0.00	0.00	800.00
Total	6,218	8,000.00	1,500.00	3,300.00

Brighter Visions

2017-18

North Carolina Lions Inc.

31-Jan-18

District	Goal	Contributions	Cumulative Percent
L	\$ 102,090.00	\$ 44,859.81	43.94%
I	\$ 187,500.00	\$ 74,830.59	39.91%
O	\$ 142,410.00	\$ 73,326.92	51.49%
N	\$ 131,500.00	\$ 53,819.17	40.93%
S	\$ 121,000.00	\$ 58,481.29	48.33%
M			
MD-31	\$ 684,500.00	\$ 305,317.78	44.60%

From Murphy to Manteo

Miles Across North Carolina
Each Mile Represents \$1,141.

Murphy to Manteo

Current Miles

600
267

700

600

500

400

300

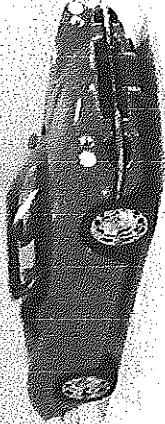
200

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From Manteo on Highway 64, we have just passed Asheboro and are almost to Lexington, just thirty some miles short of half way.

Full speed ahead!



Budget & Finance Committee
February 11, 2018

The Budget & Finance Committee met in January and prepared a proposed budget for the 2018-2019 Lions year. This was covered in detail on Saturday afternoon. The proposed budget does balance and does not require any funds to be transferred from reserves. Unfortunately this required expense cuts throughout the budget including some major cuts to programs and services. Please review this proposed budget and provide any comments and suggestions by March 15, 2018. The Committee will review all suggestions and submit an updated budget to the Board no later than 30 days prior to the May meeting. During the May meeting the budget will be presented for your approval.

This is not the budget that we want to propose and is not a budget that we can sustain over time. We need to find ways to increase our programs and services and the number of people that we serve. In order to do this we need direction from the board. It is not the Budget & Finance Committee responsibility to set policy or the direction of our organization. We need to know what you feel is important and how we need to approach funding these goals. With this information we can develop a budget that will reflect the goals of the North Carolina Lions, Inc.

SUMMARY OF EVENTS, MEALS, DOLLARS COLLECTED FOR MEALS AND OVERNIGHT STAYS

NOVEMBER 2017 THROUGH FEBRUARY 3, 2018

CAMP DOGWOOD FACILITY

Prepared by: PDG Jana D. Peedin, Chair

NCLI Special Committee Camp Dogwood Off-Season Usage Committee

The following list sets out the groups/organizations events booked at Camp Dogwood from November 1, 2017 through February 2, 2018:

NC LIONS DISTRICT 31 I CONVENTION (L)

VDG TRAINING (L)

STRATEGIC PLANNING (L)

VDG TRAINING (L)

NCLI BUDGET & FINANCE COMMITTEE (L)

CLOSE TO MY HEART (H)

IREDELL SCRAPPY CHICKS (H)

MISS BEE HAVEN QUILT RETREAT (H)

MID CAROLINA TRES DIAZ (R)

COOPERATIVE BAPTIST FELLOWSHIP (R)

KINGDOM OF GOD FELLOWSHIP OUTREACH MINISTRY (R)

C.E.R.W.I.S. (R)

UNCC EMERGING LEADERS (C)

WEDDING RECEPTION (O)

BIRTHDAY PARTY (O)

5 Lions Events

3 Hobby Events

4 Religious/Church Events

1 College/University Event

2 Other Events

Meeting Retreat Center
Income Expense

	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Total 17-18
Income											
Meals & Snacks	\$8,611	\$24,144	\$9,343	\$8,451	\$4,667	\$7,425					\$62,641
Lodging	\$9,435	\$25,654	\$13,686	\$10,697	\$5,146	\$8,900					\$73,518
Meeting Rooms	\$830	\$2,775	\$1,981	\$2,220	\$1,400	\$1,450					\$10,656
Other	\$0	\$1,916	\$2,015	\$0	\$600	\$300					\$4,832
Credits	(\$1,389)	(\$10,899)	(\$676)	\$0	\$0	\$0					(\$11,713)
Total Income	\$18,738	\$43,591	\$26,350	\$21,368	\$11,813	\$18,075	\$0	\$0	\$0	\$0	\$139,934

Expenses											
Food	\$8,120	\$9,324	\$9,584	\$3,032	\$861	\$3,703					\$34,624
Nonfood Kitchen Supplies	\$1,281	\$867	\$454	\$214	\$2,183	\$1,853					\$6,852
Subtotal	\$9,401	\$10,191	\$10,038	\$3,246	\$3,044	\$5,556	\$0	\$0	\$0	\$0	\$41,476
Housekeeping Supplies	\$1,023	\$572	\$887	\$122	\$2,030	\$50					\$4,684
Contract Labor	\$3,875	\$2,050	\$0	\$5,390	\$700	\$0					\$12,015
Subtotal	\$4,898	\$2,622	\$887	\$5,512	\$2,730	\$50	\$0	\$0	\$0	\$0	\$16,699
Camp Staff											
Salary	\$11,227	\$7,379.95	\$8,539.91	\$9,482.21	\$10,722.03	\$8,873.18					\$56,224
Payroll Taxes	\$877	\$576.36	\$667	\$736	\$827	\$671					\$4,355
401K	\$118	\$127.91	\$223	\$219	\$44	\$201					\$932
Medical & Life	\$2,171.11	\$2,171.11	\$3,601.84	\$1,434.44	\$6,287.81	\$2,895.06					\$18,561
WC	\$-	\$3,392.78	\$3,465.00	\$-	\$3,392.75	\$-					\$10,251
Subtotal	\$14,392	\$13,648	\$16,496	\$11,871	\$21,274	\$12,640	\$0	\$0	\$0	\$0	\$90,322
Utilities	\$6,113	\$4,999	\$4,194	\$3,232	\$4,163	\$4,664					\$27,364
M & R	\$7,744	\$2,950	\$8,041	\$2,258	\$3,816	\$2,774					\$27,583
Booking & Marketing Staff	\$3,102	\$6,919	#	#	#	#					\$10,021
Subtotal	\$16,959	\$14,868	\$12,235	\$5,490	\$7,979	\$7,438	\$0	\$0	\$0	\$0	\$64,969
Total Expense	\$45,649	\$41,329	\$39,656	\$26,120	\$35,026	\$25,684	\$0	\$0	\$0	\$0	\$213,465

Net Gain/Loss	(\$26,912)	\$2,262	(\$13,307)	(\$4,752)	(\$23,213)	(\$7,609)	\$0	\$0	\$0	\$0	(\$73,531)
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*August Income includes event in July

Camp Director and Food Service Manager roles are vacant, Camp Sec included above

2016-2017 Use of Camp

DATE	GROUP	L	W	D	N	T	PS	AS	#MEALS	\$MEALS	ROOM NIGHTS	\$GUEST ROOMS	Mtr. Rmgs.	\$MEETING ROOMS	OTHER
7/9/2017	W-S Industries of the Blind dba IFB Solutions	7	Y	Y	Y	V	75	69	1173	\$ 3,362.50	210	\$ 3,362.50	1	\$ -	
7/15/2017	District Awards and Officer Installation	1	N	N	L	L	85	104	104	\$ 1,092.00	0	\$ -	1	\$ -	31 Ret
7/23/2017	NCU Strategic Planning Committee	1	N	N	L	L	13	13	13	\$ -	0	\$ -	1	\$ -	
8/16/2017	White / Armstrong Reunion and Suggs Reunion	5	Y	N	O	O	40	30	189	\$ 1,678.50	42	\$ 2,898.00	1	\$ -	
8/18/2017	Hebron Baptist Church	2	N	N	R	O	12	12	200	\$ 378.00	6	\$ 414.00	1	\$ 50.00	
8/25/2017	AKKA Ray Shiland Retreat	3	N	N	O	O	40	40	200	\$ 2,105.00	40	\$ 2,750.00	1	\$ 780.00	
9/1/2017	Poker Night	2	N	N	O	O	6	6	0	\$ -	1	\$ 35.00	1	\$ -	
9/5/2017	Conservation Legacy	4	Y	N	O	O	85	60	535	\$ 5,617.50	92	\$ 6,348.00	4	\$ 1,050.00	
9/8/2017	Chanel Choir-Kirk of Kidane Presbyterian Church	2	N	Y	R	R	25	30	91	\$ 864.00	36	\$ 2,553.00	1	\$ 150.00	
9/8/2017	Carmel Baptist Church	2	N	Y	R	R	26	30	90	\$ 945.00	15	\$ 1,035.00	1	\$ 49.90	
9/9/2017	Arthritis Foundation	1	N	Y	O	O	70	70	70	\$ 735.00	0	\$ -	1	\$ 150.00	
9/13/2017	Deaf/Blind Retreat (Lifeguards charge)	5	Y	N	V	V	130	130	850	\$ 9,120.00	178	\$ 6,230.00	1	\$ 681.58	
9/20/2017	Sisterhood of the Traveling Quilters	5	Y	N	H	H	20	19	95	\$ 1,054.50	26	\$ 2,070.00	1	\$ 300.00	28.50
9/20/2017	Sisterhood of the Traveling Quilters	2	N	N	C	C	65	78	234	\$ 2,457.00	41	\$ 2,829.00	1	\$ 300.00	\$ 511.50 group adc
9/23/2017	Leadership Development at Davidson College	1	N	N	C	C	15	22	22	\$ 339.90	0	\$ -	1	\$ 75.00	45.00
9/28/2017	Our Memories for Life-KG and LT	4	N	N	H	H	20	25	193	\$ 2,071.75	42	\$ 2,760.00	1	\$ 600.00	
9/29/2017	Scrapbook Ladies	3	N	N	H	H	15	14	70	\$ 759.50	16	\$ 1,104.00	1	\$ 225.00	
9/29/2017	Covenant Christian Church	2	N	Y	R	R	20	20	20	\$ 180.00	10	\$ 690.00	1	\$ -	
10/5/2017	Novant Health Chaplains	2	N	Y	R	R	23	21	70	\$ 733.50	21	\$ 1,449.00	1	\$ 225.00	
10/5/2017	Fall Round Up	4	N	N	V	V	25	15	0	\$ -	37	\$ 805.00	1	\$ -	
10/6/2017	VDG Training	0	N	N	L	L	0	0	0	\$ -	0	\$ -	0	\$ -	\$ 755.00
10/10/2017	Catawba County Relay for Life	1	Y	N	V	V	10	10	0	\$ -	0	\$ -	0	\$ -	\$ 1,260.00
10/11/2017	Metrolina Association for the Blind	4	N	N	R	R	40	65	520	\$ 5,098.66	108	\$ 7,085.37	3	\$ 1,140.97	
10/12/2017	Western NC Lutheran Via de Cristo	2	N	N	R	R	40	0	320	\$ -	20	\$ -	3	\$ -	
10/19/2017	Lake Norman Church of Christ	4	N	N	R	R	80	89	267	\$ 2,457.00	29	\$ 2,001.00	1	\$ 390.00	Camp
10/27/2017	Budget & Finance Committee	2	N	N	L	L	10	10	20	\$ -	8	\$ -	1	\$ -	
10/27/2017	Full Gospel Businessmen Fellowship International	3	N	Y	R	R	32	34	102	\$ 1,054.00	34	\$ 2,346.00	1	\$ 225.00	
11/2/2017	NC Lions District 31-I Convention	4	N	Y	L	L	120	148	413	\$ 4,798.75	70	\$ 4,103.00	1	\$ 375.00	
11/10/2017	Close to My Heart	3	N	N	H	H	14	12	0	\$ -	12	\$ 828.00	1	\$ 225.00	
11/10/2017	Iredell Scrappy Chick	3	N	N	H	H	10	14	55	\$ 576.00	18	\$ 1,242.00	2	\$ 420.00	
11/16/2017	Mid Carolina Treas Dis	4	N	N	R	R	40	40	320	\$ 3,076.00	69	\$ 4,524.00	3	\$ 1,200.00	
12/1/2017	C.E.R.W.I.S.	3	N	N	R	R	100	58	355	\$ 4,163.18	58	\$ 4,375.82	2	\$ 900.00	\$ 600.29
12/15/2017	VDG Training	3	N	L	L	L	20	13	50	\$ 504.00	22	\$ 770.00	1	\$ -	
12/15/2017	Wedding Reception for Hillary Brodofsky	1	N	Y	O	O	80	100	0	\$ -	0	\$ -	1	\$ 500.00	
1/3/2018	Cooperative Baptist Fellowship	4	Y	Y	R	R	50	50	450	\$ 4,950.00	90	\$ 5,150.00	2	\$ 800.00	
1/5/2018	Miss Bee Haven Quilt Retreat	3	N	N	H	H	10	14	0	\$ -	13	\$ 975.00	1	\$ 300.00	
1/12/2018	Kingdom of God Fellowship Outreach Ministry	2	N	N	L	L	10	10	10	\$ -	10	\$ -	1	\$ 300.00	91-180 d
1/13/2018	Budget & Finance Committee	1	N	N	L	L	8	8	8	\$ -	0	\$ -	1	\$ -	
1/19/2018	Strategic Planning	2	N	N	C	C	75	75	225	\$ 2,475.00	37	\$ 2,775.00	1	\$ 350.00	
2/1/2018	UNCN Emerging Leaders	3	N	N	L	L	20	15	45	\$ 472.50	10	\$ 350.00	1	\$ -	
2/3/2018	VDG Training	1	N	Y	O	O	40	40	0	\$ -	0	\$ -	1	\$ 100.00	
2/3/2018	Birthday Party	1	N	Y	O	O	40	40	0	\$ -	0	\$ -	1	\$ -	

Sexual Harassment

- ❖ Sexual Harassment as defined by the Equal Employment Opportunity Commission (EEOC):

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that are connected to decisions about employment or that create an intimidating, hostile, or offensive work environment constitute sexual harassment.

These behaviors may include, but are not limited to:

- Unwanted sexual advances (even where there may have been a prior consensual relationship)
- Subtle or overt pressure for sexual favors
- Sexual jokes
- Innuendos
- Suggestive, insulting or obscene comments or gestures
- Repeated advances or propositions
- Verbal abuse of a sexual nature
- Graphic comments about an individual's body, sexual prowess or sexual deficiencies
- Leering, whistling, touching, pinching in a suggestive or sexual manner
- Coerced sexual acts
- Display of sexually suggestive objects or pictures in the workplace
- Other physical, verbal, or visual conduct of a sexual nature



U.S. Equal Employment Opportunity Commission

Facts About Sexual Harassment

Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must stop. The victim should use any employer complaint mechanism or grievance system available.

When investigating allegations of sexual harassment, EEOC looks at the whole record: the circumstances, such as the nature of the sexual advances, and the context in which the alleged incidents occurred. A determination on the allegations is made from the facts on a case-by-case basis.

Prevention is the best tool to eliminate sexual harassment in the workplace. Employers are encouraged to take steps necessary to prevent sexual harassment from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by providing sexual harassment training to their employees and by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on sex or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.



U.S. Equal Employment Opportunity Commission

Sexual Harassment

It is unlawful to harass a person (an applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Employer Coverage

15 or more employees

Time Limits

180 days to file a charge
(*may be extended by state laws*)

Federal employees have 45 days to contact an EEO Counselor

For more information, see:

- [Facts About Sexual Harassment](#)
- [Title VII of the Civil Rights Act of 1964](#)
- [Regulations: 29 C.F.R. Part 1604.11](#)
- [Policy & Guidance](#)
- [Statistics](#)