

MAY 13-16, 2025

SHERATON RALEIGH HOTEL

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NCCAA ANNUAL CONFERENCE 2025





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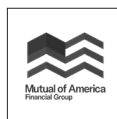
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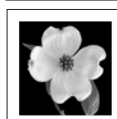
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Welcome

Raleigh, NC

Celebrating 61 Years of Community Action in North Carolina

Dear NCCAA Colleagues,

Welcome to our 2025 "Climbing Together – Unlocking Pathways to Prosperity" Conference — our annual time to reconnect, reenergize, and rise together with supportive colleagues from across the state.

This year, we gather in Raleigh from May 13–16 with a powerful theme that reflects both our shared purpose and our vision for the future. As we climb together, we unlock new paths to prosperity for the communities we serve, every day.

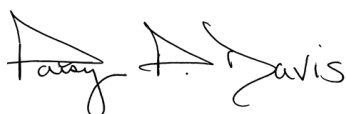
Our conference schedule is rich with engaging workshops, meaningful plenary sessions, and countless moments to learn from one another. Together, we will strengthen the relationships, knowledge, and momentum needed to move our work forward.

In the spirit of celebration, we'll once again host the Sneaker Ball on Thursday night — a formal affair with a fun twist. Get ready to dress your best and bring your flashiest sneakers — a reminder that even as we elevate our impact, we stay grounded in the work.

As always, this Network is driven by the values we hold dear: hope, respect, dedication, excellence, and opportunity. This conference is more than an event — it's a catalyst for our boldest work yet.

Your commitment to building a stronger North Carolina is seen, valued, and deeply appreciated.

Thank you for being the heart of Community Action — past, present, and future.

A handwritten signature in black ink that reads "Patsy D. Davis".

Patsy D. Davis,
Executive Director, Mountain Projects
Board President, NCCAA

A handwritten signature in black ink that reads "Sharon C. Goodson".

Sharon C. Goodson, CCAP
Executive Director, NCCAA



CLIMBING TOGETHER

Schedule at a Glance

Full Agenda on Page 20

* Agenda subject to change | ** Require separate registration

TUESDAY | MAY 13

9am-4pm	Office of Management & Budget's Uniform Guidance Training**	Hannover II & III
9am-Noon	Mission Meets Market: Unlocking Revenue Through Social Enterprise**	Governors I
Noon-5pm	Conference Registration/Exhibitor Check-In	Registration Desk
4pm	NCCAA Board of Directors Meeting	Capital Room
6pm-8pm	President's Welcome Reception	Esplanade

WEDNESDAY | MAY 14

7:30am-9am	Continental Breakfast/Visit with Exhibitors	Mezzanine
7:30am-4pm	Registration Open	Registration Desk
8-8:45am	District Meetings ▪ East - Hannover I ▪ Central - Hannover II ▪ West - Hannover III ▪ Far West - Governors I	
9-10:30am	General Opening Session	Oak Forest Ballroom
10:45am-Noon	Concurrent Sessions: NC Housing Update: Our Current Reality and Our Future Vision Private Childcare: A Holistic Solution for the Community & Your Agency What in the World is Rapid Cycle Learning? The Metrics of Moisture Quality Outcomes Ensuring Weatherization Success	Governors I Governors II Hannover III Hannover I Hannover II
Noon-1:15pm	Lunch	On your own
Noon-1:15pm	Roundtable Lunch Discussions **	Oak Forest Ballroom
1:30-3pm	Concurrent Sessions: HEAL NC - Building Resilience & Mental Wellness Time is Flying and You Are the Pilot - Part I Communication with Results Orientation The Art of Intentional Thinking I Infiltration & Duct Leakage Introduction to ASHRAE 62.2	Governors I Governors II Hannover III Capital Room Hannover I Hannover II

3:15-4:45pm

Concurrent Sessions:

Community Resilience Model Training in NC

Time is Flying and You Are the Pilot – Part II

Leading and Envisioning at the Next Level

The Art of Intentional Thinking II

Duke IQ Weatherization Program Update:

Exploring New Changes & Fully Funded Project Opportunities

Weatherization Office Hours with Everblue

Governors I

Governors II

Hannover III

Capital Room

Hannover I

Hannover II

5-7pm

COED Meeting

Willow Oak

THURSDAY | MAY 15**8:30-10am**

Registration Open

Registration Desk

9-10am

Legislative Update with David Bradley

Oak Forest Ballroom

10-10:30amBusiness Meeting (*Members Only*)

Oak Forest Ballroom

10-4:30pmOEO Office Hours (*Sign up at the conference registration desk*)

Capital Room

10:45am-Noon

Partners Update

Oak Forest Ballroom

10:45am-Noon

Concurrent Sessions:

Combustion Analysis and CAZ Testing

Hannover I

Tightening Up: Identifying and Addressing Envelope Energy Loss

Hannover II

12:15-2:15pm

2025 NCCAA Hall of Fame Awards Luncheon

Raleigh Convention Center Ballroom C

2:45-4:30pm

Concurrent Sessions:

Head Start Panel Discussion

Oak Forest Ballroom

Manufactured Housing (Mobile Home) Professional

Hannover I

Weatherization Wrap-Up: Air Sealing, Final Steps & Utilizing Customized Resources

Hannover II

NC Advocacy Think Tank

Governors I

8-11pm

Sneaker Ball

Raleigh Convention Center Ballroom C

FRIDAY | MAY 16**8-9am**

Coffee

Mezzanine

9am-Noon

Closing Session: Special Presentation on Social Enterprise:

Exciting Initiatives Across North Carolina

Oak Forest Ballroom

9am-5pm

Board Summit Day 1 **

Willow Oak

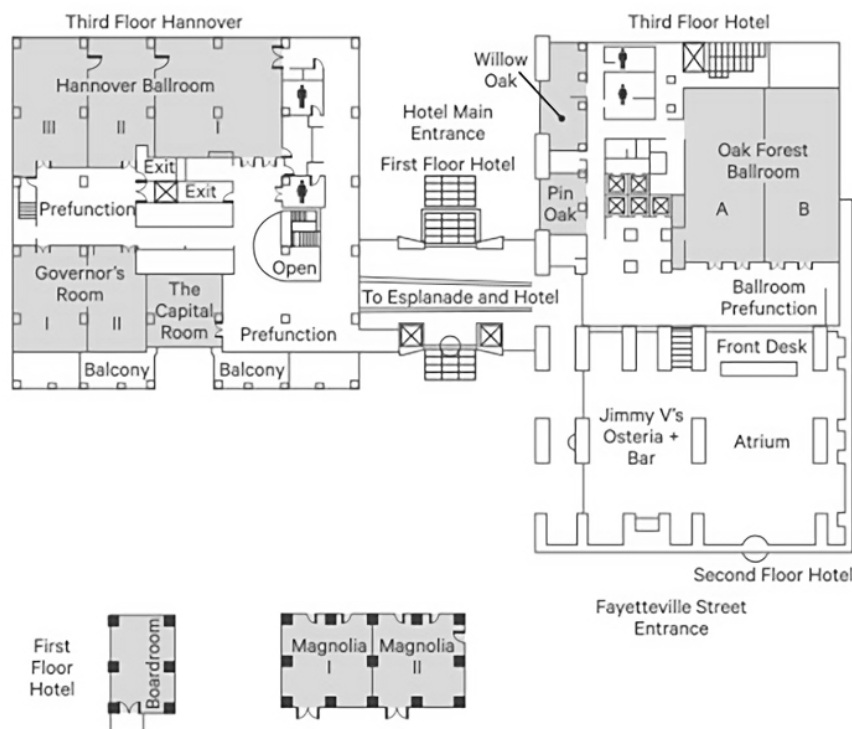
SATURDAY | MAY 17**9am-5pm**

Board Summit Day 2

(Separate registration required)

Willow Oak

Event Space



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Executive Assistant

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Director of Finance & Administration

Nafia Speech
Training & Special Projects Coordinator

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Faye Minga
Project Assistant

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HEAL NC

Peg Morrison
HEAL NC Program Manager

Housing & Energy

Cesar Carmona
Energy Programs Manager

Frankie Miller
Housing and Energy Specialist

About The North Carolina Community Action Association

North Carolina Community Action Association (NCCAA) is a trusted resource and proven advocate for our statewide network of 33 Community Action Agencies. We are here to give voice to the needs, concerns, and stories of NC's disadvantaged and low-income citizens, as well as, shed light on the collective impact of community action agencies.

NCCAA collaborates with community members, local governments, public and private partners, and thousands of local volunteers to invest in holistic community-based, anti-poverty strategies.

For more information, visit NCCAA.net

Our Promise

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.



Implement. Integrate. Innovate.

Decarbonizing energy systems for a sustainable and equitable future requires navigating a complex matrix of environmental, social, economic and climate concerns. TRC's innovative, multidisciplinary team develops award-winning programs and solutions that transform the way energy is used.

NCCAA Board of Directors

Executive Board pictured



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Ray



Beier



Whitaker



Ashley

Patsy P. Davis, President

Executive Director, Mountain Projects, Waynesville, NC

Tina Ray, First Vice President

CSBG Director, Johnston Lee Harnett Community Action, Smithfield, NC

Patricia Beier, Second Vice President

Executive Director, WAGES Community Action, Goldsboro, NC

Dr. Ericka Jones Whitaker, Treasurer

Chief Exec. Officer, Southeastern Community Action Partnership, Lumberton, NC

Stephanie Ashley, Secretary

Executive Director, Blue Ridge Community Action, Morganton, NC

SEACAA Representative, Vacant

Formerly held by the late E. Marie Watson, Executive Director, Johnston Lee Harnett Community Action, Smithfield, NC

Darrick Horton, SEACAA Representative

Executive Director, Davidson County Community Action, Lexington, NC

Latasha Lovette, Central Chair

CSBG Director, Welfare Reform Liaison Project, Greensboro, NC

Fred Bazemore, Western Chair

Executive Director, Experiment in Self-Reliance, Winston-Salem, NC

Chuck Sutton, Far West Chair

Executive Director, Macon Program for Progress, Franklin, NC

Dr. Landon B. Mason, Sr., Eastern Chair

Executive Director, Economic Improvement Council, Edenton, NC

Macy Jones, NC Head Start Liaison

NC Head Start Collaboration Director at NC Department of Public Instruction



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

OFFICE of
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JOSH STEIN • Governor
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CHRIS EGAN • Assistant Secretary EIPD
MARIONNA POKE-STEWART, Director

May, 2025

Community action changes people's lives, embodies the spirit of hope, improves communities and makes America a better place to live. Community Action Agencies care about the entire community, and are dedicated to helping people help themselves and each other.

Community Action Promise

The Office of Economic Opportunity would like to congratulate the North Carolina Community Action Association (NCCAA) on its Annual Conference.

"NCDHHS/OEO has an ongoing commitment to our strong partnership with the NCCAA and help move families and individuals to self-sufficiency."

Have a dynamic and successful conference.

Marionna Poke-Stewart

The North Carolina Office of Economic Opportunity.

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Dr. Landon B. Mason Sr., NCRT, CCAP, Executive Director

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May, 2025

Dear Patsy,

On behalf of the North Carolina Community Action Association (NCCAA), our Board of Directors, staff, and the entire community action network, we extend our deepest gratitude and warmest congratulations as you embark on your well-deserved retirement after 35 years of dedicated service.

Your leadership as Executive Director of Mountain Projects, Inc., and as President of the NCCAA Board, has been transformative. Your unwavering commitment to uplifting underserved communities, particularly in Western North Carolina, has left an indelible mark.

Your advocacy ensured that the voices of the western counties were heard and respected at the state level. By bringing attention to the unique challenges faced by these communities, you championed initiatives that addressed economic disparities and fostered independence among residents.

Beyond your professional achievements, your personal impact resonates deeply. As Judge Donna Forga aptly stated, "There was never before and will never again be another Patsy Davis. God broke the mold when he made her."

As you turn this new page, please know that your legacy will continue to inspire and guide our efforts. Your passion, determination, and compassion have laid a foundation that will benefit generations to come.

With heartfelt appreciation and best wishes for your next chapter,



Sharon Goodson
Executive Director
North Carolina Community Action Association





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CLIMBING TOGETHER

Annual Awards

To be announced at the 2025 NCCAA Hall of Fame Awards Luncheon, Thursday, May 15

Roselle Copeland Stewardship Award

Presented annually to an individual member of the North Carolina Community Action Association. This award focuses on exemplary individual contributions to the Association, the local community or agency, and/or the low-income community at large.



Last year's recipient

Dr. Landon Mason

Economic Improvement Council Inc.

Lonnie D. Burton Achievement Award

Presented annually to an individual who, through the assistance of a Community Action Program, has achieved a significant level of self-sufficiency and independence, while recognition is given to the local Community Action Agency's role in helping nominees to help themselves. This award focuses on the personal progress and achievements of the individuals nominated.



Last year's recipient

Takia Matthews

Nominated by Johnston-Lee-Harnett Community Action

Gloria M. Williams Award

Presented annually to a corporation, foundation, or other valuable partner that has advanced the cause of the North Carolina Community Action Association or one of its members. The focus of this award is substantial financial, volunteer, or political support of the association or one of its members.



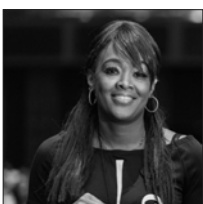
Last year's recipient

Adam Crappel, Jr.

AE Touch Technologies

"The Essential Piece" Community Action Employee Of The Year Award

This deserving community action associate demonstrates passion, dedication, and discipline. He or she consistently goes above and beyond expectations in service to the agency, colleagues, families, and communities.

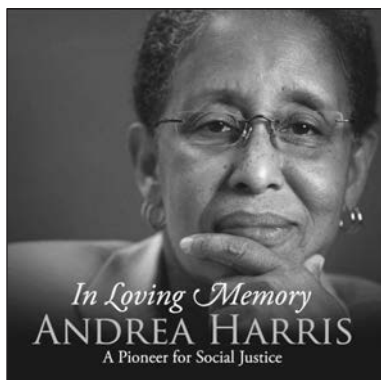


Last year's recipient

Kenya Hemphill

Blue Ridge Community Action

The Dr. Andrea Harris Community Action And Leadership Scholarship



The North Carolina Community Action Association is proud to present this scholarship fund in honor of the late Dr. Andrea Harris. Dr. Harris' legacy of community service and leadership exemplify the heart of community action. This \$2,500 scholarship will be presented annually in support of a student who demonstrates financial need, leadership, and community service. All are invited to support this scholarship fund by donating to the Dr. Andrea Harris Community Action and Leadership Scholarship.

Please send donations to:
NCCAA
Attn: Sharon C. Goodson
4428 Louisburg Road, Suite 101
Raleigh, NC 27616



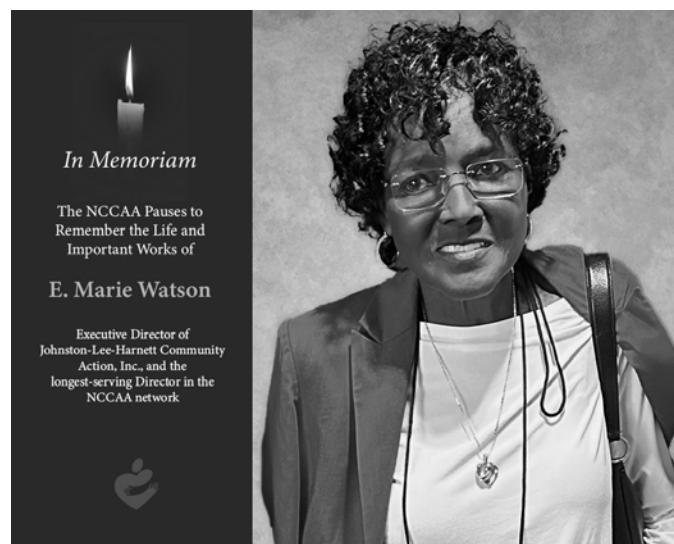
Last year's recipient
Shyan Colter
Fayetteville State University

In Memoriam



With profound sadness, the North Carolina Community Action Association (NCCAA) joins CADA-Choanoke Area Development Association Inc. (CADA) in mourning the passing of Mrs. Sallie P. Surface, beloved former Executive Director & Executive Director Emeritus.

For over four decades, Mrs. Surface dedicated her life to serving families in the Roanoke Chowan area. As CADA's Executive Director for 31 years, her leadership transformed countless lives through vital programs in housing assistance, workforce development, early childhood education, homebuyer education, and community action initiatives.



It is with deep sorrow and heavy hearts that the Board of the North Carolina Community Action Association (NCCAA) mourns the passing of Ms. E. Marie Watson, Executive Director of Johnston-Lee-Harnett Community Action, Inc.

Marie was a beacon of compassion, resilience, and leadership in the fight against poverty and inequity. For decades, she stood firmly alongside families in need, advocating for the dignity, resources, and opportunities that every North Carolinian deserves. Her steadfast commitment to community action and social justice has left an indelible mark not only on the tri-county area she served but across our entire state.



CLIMBING TOGETHER

Full Agenda

TUESDAY | MAY 13

9am-4pm
Office of Management & Budget's Uniform Guidance Training
Hannover II & III
(Pre-conference event requires separate registration)

Join us for a training workshop to learn about the Office of Management and Budget's (OMB's) Uniform Guidance regulations (2 CFR Part 200: Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards). We'll review the regulations and share examples, stories, and best practices learned from years of auditing and consulting. During this workshop, we'll provide you with federal grant regulation training relating to financial management and administration to help you with financial grant compliance.

9am-Noon
Mission Meets Market: Unlocking Revenue Through Social Enterprise
Governors I
(Pre-conference event requires separate registration)

Discover how nonprofits can leverage social enterprise to generate sustainable revenue while advancing their mission. This session covers key concepts, organizational readiness, and practical steps for developing a successful business model. Learn from real-world case studies and explore strategies for funding, marketing, and scaling social enterprises. Join us to gain fresh ideas, practical insights, and the inspiration to take your nonprofit's impact to the next level!

Noon-5pm
Conference Registration/Exhibitor Check-In
Registration Desk
4-6pm
NCCAA Board of Directors Meeting
Capital Room
6-8pm
President's Welcome Reception
Esplanade

WEDNESDAY | MAY 14

7:30-9am
Breakfast/Visit with Exhibitors
Mezzanine
7:30am-4pm
Registration Open/Exhibitor Check-In
Registration Desk
8-8:45am
District Meetings:

East	Hannover I
Central	Hannover II
West	Hannover III
Far West	Governors I

8:45-9am
Networking Break with Exhibitors
Mezzanine
9-10:30am
General Opening Session
Oak Forest Ballroom

Keynote Speaker: Dr. James Johnson, Jr., William R. Kenan Jr. Distinguished Professor of Strategy and Entrepreneurship and Director of the Urban Investment Strategies Center at the Frank Hawkins Kenan Institute of Private Enterprise

10:30-10:45am
Networking Break with Exhibitors
Mezzanine

10:45-Noon

Concurrent Sessions:

NC Housing Update: Our Current Reality and Our Future Vision

Governors I

Sonia Joyner, Director of Home Ownership Programs, NC Housing and Finance

In this session we will review the current reality of housing in the state of North Carolina. Including topics around rental housing and the funding challenges faced across the country. We will also review the legislative landscape as we sketch out a plan of action moving forward as we all work to strengthen housing opportunities in the state of North Carolina.

Private Childcare: A Holistic Solution for the Community and Your Agency

Governors II

Patricia Beier, Chief Executive Officer, WAGES, Inc

Join us to learn more about collaborative efforts to better serve children and families in your community.

What in the World is Rapid Cycle Learning?

Hannover III

Carey L. Gibson, Deputy Director, ANCRT

Join us to learn about Rapid Cycle Learning, a concept borrowed from business and the evaluation field that uses periodic "check ins" to see if a change is producing the desired improvement identified. Learn how it aligns with applying the ROMA cycle in a focused way. Examples will be provided of how data analysis, decision making, and application of proposed improvements can deepen our understanding of how to make meaningful changes in our work.

The Metrics of Moisture

Hannover I

Drew Corbett, Community Development Operations Manager, Piedmont Triad Regional Council

Kevin Smith, Community Development Project Inspector, Piedmont Triad Regional Council

Duy Nguyen, Community Development Project Inspector, Piedmont Triad Regional Council

Moisture related issues are inevitable. We will all have to use our knowledge of Building Science to diagnosis a moisture issue at some point. Key terms like "relative humidity" and "dewpoint" are crucial to understand when it comes to air sealing, insulation and ventilation. This session will cover the methods of moisture transport, such as diffusion, capillary action, and airflow, examine the problems they can cause, and how they may be prevented.

Quality Outcomes Ensuring Weatherization Success

Hannover II

Tony Erickson, Instructor, Everblue Training Team

This session provides the knowledge needed to proactively prevent issues commonly found during audits, leading to improved project outcomes. Participants will learn how to identify and address common quality issues in weatherization to ensure compliance with standards and maximize energy efficiency.

Noon-1:15pm

Lunch

On your own

Noon-1:15pm

Roundtable Lunch Discussions

Oak Forest Ballroom

New Executive Directors | Board Members | HR Managers | Fiscal Directors | CSBG Directors | Head Start Leaders | Weatherization Professionals

1:15-1:30pm

Networking Break with Exhibitors

Mezzanine

1:30-3pm

Concurrent Sessions:

HEAL NC – Building Resilience & Mental Wellness

Governors I

Peg Morrison, HEAL NC

Join us to learn about the partnership between WAGES and NCCAA. This new program is designed to empower families to stay together and achieve sustainable livelihoods. Learn more about the model that we've crafted and how it can be implemented in your local community to support the mental health and wellness of women and families as they work to build sustainable livelihoods.

Full Agenda *continued...*

WEDNESDAY | MAY 14

1:30-3pm

Concurrent Sessions Continued:

Time is Flying and You Are the Pilot – Part I

Governors II

Dr. Landon B. Mason, Executive Director, Economic Improvement Council, Inc.

The leadership training session *Time is Flying and You Are the Pilot* is focused on time management, productivity, and personal effectiveness. In this session, you will learn strategies to take control of your schedule, prioritize tasks, set goals, and make intentional choices about how you spend your time. We will cover techniques for overcoming procrastination, managing distractions, and maintaining a healthy work-life balance. By the end of the session, you'll be equipped with practical tools to navigate your time more effectively, ensuring you're piloting your own journey rather than letting time slip away.

Communication with Results Orientation

Hannover III

Carey L. Gibson, Deputy Director, ANCRT

Join us as we discuss two elements of the Office of Community Services' PEAAC Performance Management Framework- Accessibility and Knowledge. This workshop will encourage you to consider the purpose of your communication strategies. Too often we have focused on listing the services we provide without connecting them to the outcomes our customers have achieved. How can we change that? Review examples of communications from CAA's across the country and learn how you can share your CSBG Story!

The Art of Intentional Thinking I

Capital Room

Macy Jones, Head Start Collaboration Director, NC Department of Public Instruction, Office of Early Learning

In Part one we will explore several topics related to how a person's mindset can change the trajectory of an agency. Some say, it's a mind over matter issue. Others say, it's a matter of telling people what to do and expecting them to do it or leave. Telling other what to do and expecting them to "get over it and just do it sound easy, doesn't it? In reality simply telling people what to do, thinking differently about the agency and the people that you supervise, work with and serve can be one of the toughest tasks in the world. Come and have some dialogue about the Mind Over Matter and The Mindset of Agency.

Infiltration & Duct Leakage

Hannover I

Drew Corbett, Community Development Operations Manager, Piedmont Triad Regional Council

Kevin Smith, Community Development Project Inspector, Piedmont Triad Regional Council

Duy Nguyen, Community Development Project Inspector, Piedmont Triad Regional Council

Duct leakage not only drives costly inefficiencies, but can also produce pressure imbalances that can be responsible for moisture issues and dangerous combustion appliance issues. How tight the house becomes can produce problems that weren't detectable prior to air sealing as well. This session examines the methods of diagnosis duct leakage using pressure pans and duct testers and ensuring the HVAC distribution systems is balanced and well-sealed.

Introduction to ASHRAE 62.2

Hannover II

Tony Erickson, Instructor, Everblue

This session provides a practical introduction to ASHRAE 62.2, focusing on how ventilation and indoor air quality standards apply in weatherization projects. Participants will learn where mechanical ventilation is required during renovations, what types of systems are commonly installed, and how to ensure compliance in the field.

Networking Break with Exhibitors

Mezzanine

3:15-4:45pm

Concurrent Sessions:

Community Resilience Model Training in NC

Governors I

Stephanie Cox, CSBG Program Director, Coastal Community Action, Inc

Peg Morrison, HEAL NC Program Manager, North Carolina Community Action Association, Inc.

"Community Resilience Model Training in NC" Learn more about The Community Resiliency Model (CRM)®. This model is evidence-based and trains community members to not only help themselves but to help others within their wider social network. The primary focus of this skills-based, stabilization program is to re-set the natural balance of the nervous system. CRM's goal is to help to create "trauma-informed" and "resiliency-focused" communities that share a common understanding of the impact of trauma and chronic stress on the nervous system and how resiliency can be restored or increased using this skills-based approach.

Time is Flying and You Are the Pilot – Part II

Governors II

Dr. Landon B. Mason, Executive Director, Economic Improvement Council, Inc. The leadership training session *Time is Flying and You Are the Pilot* is focused on time management, productivity, and personal effectiveness. In this session, you will learn strategies to take control of your schedule, prioritize tasks, set goals, and make intentional choices about how you spend your time. We will cover techniques for overcoming procrastination, managing distractions, and maintaining a healthy work-life balance. By the end of the session, you'll be equipped with practical tools to navigate your time more effectively, ensuring you're piloting

3:15-4:45pm

Concurrent Sessions *Continued*:

Leading and Envisioning at the Next Level

Hannover III

Dr. Kenston J. Griffin, Founder and CEO, Dream Builders Communication, Inc.

Get ready for an interactive and forward-thinking session designed to explore past practices, navigate current uncertainties, and strategically forecast your organization's innovative future. This dynamic experience will provide valuable insights drawn from regional and national best practices, offering real-world examples of organizations with similar missions and scopes of work.

Participants will gain actionable strategies to cultivate meaningful partnerships, implement research-driven tools, and drive impactful change in areas such as change management, process improvement, and operational efficiency. Through these insights, you'll be equipped to reimagine your organization's trajectory and take bold, decisive steps toward sustainable growth and innovation.

As an added value, up to twenty-five (25) participants will receive a copy of *If Better is Possible, Good is No Longer an Option*, a powerful guide designed to help shift from a mindset of *Should* to *Must*. This resource will serve as a practical roadmap to identify and refine individual and organizational strengths, address challenges, ignite passion-driven leadership habits, and make strategic adjustments that lead to lasting transformation.

The Art of Intentional Thinking II

Capital Room

Macy Jones, Head Start Collaboration Director, NC Department of Public Instruction, Office of Early Learning

In Part two we will continue our focus by discussing *The Mindsets of Control, Perseverance, and Action*, all of which are important and effective when administered by listening to what others have to contribute to the agency's mission and goals.

**Duke IQ Weatherization Program Update:
Exploring New Changes & Fully Funded Project Opportunities**

Hannover I

Deb Hill, Senior Director, TRC • Meredith Coley, Project Manager, TRC • Mark Louris, Technical Field Advisor, TRC • Jeremy Fields, TRC

Join us for an essential training session focused on recent updates to the Duke Income Qualified (IQ) Weatherization Program. This session will provide a comprehensive overview of program changes, with special emphasis on the introduction and implementation of new fully funded project options. Attendees will gain a clear understanding of updated guidelines, eligibility criteria, and project scopes designed to enhance energy efficiency for income-qualified households. Whether you're a seasoned contractor, program partner, or new to the initiative, this session will equip you with the knowledge needed to effectively navigate and leverage the latest offerings in the Duke IQWeatherization portfolio.

Weatherization Office Hours with Everblue

Hannover II

Join Everblue for an open forum designed for all weatherization staff—including crews, admin, and program professionals—to explore tools, share feedback, ask questions, and engage in open dialogue about ways to maximize successful weatherization work and outcomes.

5-7pm

COED Meeting

Willow Oak

THURSDAY, MAY 15

7:30-9am	Breakfast/Visit with Exhibitors	Mezzanine
8:30-10am	Registration Open	Registration Desk
9-10am	Legislative Update with David Bradley	Oak Forest Ballroom
10-10:30am	Business Meeting (Members Only)	Oak Forest Ballroom
10-4:30pm	OEO Office Hours (<i>Sign up at the conference registration desk</i>)	Capital Room
10:30-10:45am	Networking Break with Exhibitors	Mezzanine
10:45am-Noon	Partners Update Join us to hear the latest updates from some of our national and state partners.	Oak Forest Ballroom

Full Agenda *Continued ...*

THURSDAY, MAY 15

10:45-Noon

Concurrent Sessions:

Combustion Analysis and CAZ Testing

Hannover I

Drew Corbett, Community Development Operations Manager, Piedmont Triad Regional Council

Kevin Smith, Community Development Project Inspector, Piedmont Triad Regional Council

Duy Nguyen, Community Development Project Inspector, Piedmont Triad Regional Council

Combustion Appliance Zone (CAZ) testing and Combustion Analysis are often considered the same test, but are drastically different in what they are used for and the types of valuable information they provide. This session will review the practicality of Combustion Analysis and CAZ testing in the field and how it can improve the quality of Weatherization work and the well being of the home's occupants.

Tightening Up: Identifying and Addressing Envelope Energy Loss

Hannover II

Tony Erickson, Instructor, Everblue

The Envelope Energy Loss for Weatherization session is designed to help weatherization professionals understand how energy is lost through a home's envelope. The session focuses on the critical role that the home envelope (walls, roof, foundation, windows, and doors) plays in maintaining a comfortable indoor environment and optimizing energy efficiency. Participants will gain practical knowledge on identifying energy loss points and enhance overall building performance.

Noon-12:15pm

Networking Break with Exhibitors

Mezzanine

12:15-2:15pm

2025 NCCAA Hall of Fame Awards Luncheon

Raleigh Convention Center Ballroom C

An afternoon to honor the very best of community action from across the great state of North Carolina!

2:15-2:45pm

Networking Break with Exhibitors

Mezzanine

2:45-4:30pm

Concurrent Sessions:

Head Start Updates Panel Discussion

Oak Forest Ballroom

Patricia Beier, CEO, WAGES, Inc

Terry David, CEO, Families & Communities Rising

Macy Jones, Head Start Collaboration Director, NC Department of Public Instruction, Office of Early Learning

This panel discussion will cover all the latest updates impacting the Head Start community. Join us as we discuss where we are now and look at where our network may be heading in the future.

Manufactured Housing (Mobile Home) Professional

Hannover I

Drew Corbett, Community Development Operations Manager, Piedmont Triad Regional Council

Kevin Smith, Community Development Project Inspector, Piedmont Triad Regional Council

Duy Nguyen, Community Development Project Inspector, Piedmont Triad Regional Council

Manufactured homes are a large part of the housing stock the Weatherization program serves. Ironically, they are all the same, but very different and sometimes require innovation solutions to achieve a well-sealed envelope and an efficient duct system. This session will cover some lesser known pro tips for roof insulation, belly insulation, and duct sealing and repair.

Weatherization Wrap-Up: Air Sealing, Final Steps and Utilizing Customized Resources

Hannover II

Tony Erickson, Instructor, Everblue

This session will equip you with practical air sealing techniques to improve the comfort, energy efficiency, and durability of homes. You'll learn how to complete your weatherization work more effectively. We will then transition to covering a range of support resources designed to help you overcome common obstacles, support ongoing learning and workforce development, and keep you aligned with current industry standards. The session concludes with an interactive Q&A, giving you the opportunity to discuss your specific challenges and get expert guidance tailored to your needs.

Continued

2:45-4:30pm

NC Advocacy Think Tank

Governors I

Patsy P. Davis and Dr. Landon B. Mason

Join this session to discuss strategies and opportunities to advocate for community action and its programs. Bring your ideas and be prepared to brainstorm creative ideas for collective advocacy.

THURSDAY, MAY 15

8-11pm

Sneaker Ball

Raleigh Convention Center Ballroom C

FRIDAY, MAY 16

8-9am

Coffee

Mezzanine

9am-Noon

Closing Session

Oak Forest Ballroom

Special Presentation on Social Enterprise: Exciting Initiatives Across North Carolina

Trevor Lodgson, Government Programs Administrator, TROSA, Inc

Nora Spencer, Founder & CEO, Hope Renovations

Patricia Beier, CEO, WAGES, Inc.

Patsy Powell Davis, Executive Director, Mountain Projects, Inc.

Shawna Hanes, Chief Operating Officer, Blue Ridge Community Action, Inc.

Learn more about innovative initiatives happening all across the state of North Carolina. Learn about the work being done by organizations around this state that not only match the mission of our network, but also generate funding to support that work.

9am-5pm

Board Summit Day 1

(Separate registration required)

Willow Oak

FRIDAY, MAY 16

9am-5pm

Board Summit Day 2

(Separate registration required)

Willow Oak

Frequently Asked Questions

Is there still time to purchase a Sneaker Ball ticket?

Yes! You may purchase a ticket on-site at the conference registration desk. (Tickets are included for registered attendants).

When is the raffle drawing?

The raffle drawing will take place at the end of the Awards Luncheon.

Is there still time to sign up for a roundtable luncheon?

Unfortunately, it is too late to register for a conference roundtable luncheon. Tickets must be purchased prior to the conference.

What is this year's conference hashtag?

Sharing photos? Giving updates to family and friends on social media? Tag us! On Facebook, Twitter or LinkedIn use the hashtag, #NCCAACon2025 to share the happenings here in Raleigh!

Will session handouts be available after the conference?

After the conference, attendees will receive a code to access workshop handouts and presentations that are provided by presenters. You can encourage presenters to submit their handouts or presentation slides to ensure they are available after the conference.

Do I need a ticket to attend the Awards Luncheon?

Yes! For conference registrants, your name badge will admit you to the luncheon. One ticket is included with your registration. Tickets must be purchased for additional guests and can be obtained at the registration desk (\$75). Limited tickets are available, so check today before they sell out!



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How can I submit feedback on conference sessions?

Thank you in advance for your feedback to help us continuously improve the annual conference!

For plenary sessions on Thursday and Friday, please submit the electronic evaluation form using this QR code:



For breakout sessions on Wednesday and Thursday, please submit the electronic evaluation form using this QR code:



Where do I bring service project donations?

Thank you for help with this year's initiative, in support of Hope Renovations! Please drop off previously-purchased PPE gear at the Registration Desk.

Your Entrepreneurial Key to Success



sbc.waketech.edu

Learn more here:





Community Action Code Of Ethics

We, as Community Action Professionals, dedicate ourselves to eliminating poverty in the midst of plenty in this nation by opening to everyone the opportunity for education and training; the opportunity for work; and the opportunity to live in decency and dignity; and with respect for cultural diversity, commit ourselves to:

- Recognize that the chief function of the Community Action movement at all times is to serve the best interests of the poor, thereby serving the best interests of all people.
- Accept as a personal duty the responsibility to keep up to date on emerging issues and to conduct ourselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
- Respect the structure and responsibilities of the board of directors, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board of directors.
- Keep the community informed about issues affecting the poor; facilitate communication by the poor with locally elected public officials and the private sector.
- Conduct our organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
- Exercise whatever discretionary authority we have under the law to promote the interests of the poor.
- Lead the Community Action movement with respect, concern, courtesy, and responsiveness, recognizing that service to the poor is beyond service to oneself.
- Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all our Community Action activities in order to inspire confidence and trust in the Community Action movement.
- Serve in such a way that we do not realize undue personal gain from the performance of our professional duties.
- Avoid any interest or activity that is in conflict with the conduct of official duties.
- Respect and protect privileged information to which we have access in the course of official duties.
- Strive for professional excellence and encourage the professional development of our associates, including those seeking to become certified Community Action professionals

North Carolina Community Action Annual Conference - 2025



Agency Programs

Head Start/Early Head Start

Weatherization/HARRP

CSBG S.T.A.R.S.

Choosing Home SFRF

Rapid Re-housing Program

Urgent Repair Program

Economic Development (Housing)

Crisis Program

Addie Harris Rawls, Board Chair

Ruby Bryant, Interim Executive Director

P.O. Drawer 711, Smithfield, N.C. 27577

(919) 934-2145 (Office)

(919) 934-6231(Fax)

Website - www.jlhcommunityaction.org

Email - jlhca@jlhcommunityaction.org

~ April 1, 1966 ~

KEYNOTE SPEAKER



JAMES H. JOHNSON, PhD

Professor & Director

The University of North Carolina at Chapel Hill (UNC)

Wednesday, 9-10:30am

James H. Johnson Jr. is the William R. Kenan Jr. Distinguished Professor of strategy and entrepreneurship and director of the Urban Investment Strategies Center at the Frank Hawkins Kenan Institute of Private Enterprise. Dr. Johnson and Dr. John D. Kasarda coauthored "The Economic Impact of the African American Population on the State of North Carolina" and a study on the economic impact of North Carolina's Hispanic population. Dr. Johnson examines the causes and consequences of growing inequality in American society, particularly as it affects socially and economically disadvantaged youth; entrepreneurial approaches to poverty alleviation, job creation, and community development; interethnic minority conflict in advanced industrial societies; and business demography and workforce diversity issues. His latest book is "Prismatic Metropolis: Inequality in Los Angeles."

FEATURED SPEAKERS



DAVID BRADLEY

Co-Founder & CEO

National Community Action Foundation

Thursday, 9-10:00am

David Bradley, Co-Founder and CEO, National Community Action Foundation, gives a voice to the voiceless. For nearly three decades, he has been the preeminent advocate in Washington, D.C. working closely with the Congressional leadership and with numerous Administrations, to ensure federal policies related to major social service programs make a difference in the lives of low-income Americans. Mr. Bradley is the principle author of the Community Services Block Grant, which provides the core funding to the nation's CAA network and has been widely praised by leaders of both political parties. His nearly unrivaled access to powerbrokers in Congressional leadership gives him an insider's perspective of the political climate in Washington that is gleaned directly from political and party leaders.



JONATHAN COHAN, ESQ

(Virtual Speaker)

Program Lead & Staff Attorney

Community Action Program Legal Services, Inc. (CAPLAW)

Jonathan Cohen is the Program Lead and Staff Attorney at CAPLAW. He advises community action agencies on legal issues related to organizational governance, tax-exempt law, and federal government grant compliance. Prior to joining CAPLAW, Jon conducted research and wrote business case studies on organizational change management and strategy for Harvard Business School. He has also practiced business law in Boston, worked to promote international human rights with Human Rights Watch in Washington, D.C., and organized around environmental justice issues in Hartford, CT. Jon earned a bachelor's degree from Trinity College, a master's from the London School of Economics and Political Science, and a law degree from Northeastern University School of Law.



CLIMBING TOGETHER

Our Speakers

FEATURED SPEAKERS *Continued*



PATSY POWELL DAVIS

Executive Director, Mountain Projects

Board President, North Carolina Community Action Association

Mrs. Patsy Davis has served as Executive Director of Mountain Projects since 1998, after joining the organization in 1990 to lead the Foster Grandparent Program. Her deep connection with seniors and vision for stronger communities has shaped Mountain Projects into a lifeline for thousands across eight western North Carolina counties. Under her leadership, the agency has expanded to offer programs in transit, housing, Head Start, workforce development, senior services, and disaster recovery—growing to over 145 employees and a \$20 million budget. Following the 2004, 2021, and 2024 floods, she helped lead efforts to build replacement homes for displaced families. A tireless advocate, she serves on numerous boards, including the NC Community Action Association, and has led mission work in Honduras. Patsy was twice named Mountaineer Person of the Year and received the Order of the Long Leaf Pine in 2024. She lives in Waynesville with her husband Lee, and treasures time with her children and grandchildren.



TIFFNEY MARLEY, CCAP, NCRT

Vice President, Practice Transformation

National Community Action Partnership

Tiffney Marley is the Vice President for Practice Transformation at the National Community Action Partnership, where she leads training and technical assistance strategies to maximize impact and transform anti-poverty practices of the Community Action Network. This work has many dimensions including leadership of the National Learning Communities Resource Center (LCRC)—the national Community Action innovations hub for addressing the causes and conditions of poverty, working with CAAs to redesign their programmatic strategies, and collaborating with governmental and private stakeholders on special initiatives to transform organizations and systems. A Whole Family Approach and Institutional Equity leader, Tiffney has successfully led multiple intensive technical assistance cohorts aimed to transform organizational and anti-poverty practice. She also serves as a thought-partner to the CEO on national racial equity implementation and other strategic initiatives.

CLIMBING TOGETHER

Our Speakers

Continued



SHAWNA HANES

*Chief Operating Officer
Blue Ridge Community Action, Inc.*

Shawna Hanes is a seasoned nonprofit executive and dynamic program director with over a decade of leadership experience at Blue Ridge Community Action, Inc. (BRCA). Currently serving as the Chief Operating Officer, she oversees a wide range of community-focused programs, including senior services, energy assistance, and workforce development. Her leadership has been pivotal in improving service delivery, ensuring regulatory compliance, and securing sustainable funding through strategic grant writing and partnership development.

Before stepping into the COO role, Shawna made significant strides as BRCA's Energy Director, transforming a modest Weatherization Assistance Program into an 8-county, multimillion-dollar operation recognized for its efficiency and innovation. Her career at BRCA began in accounting and coordination roles, where she honed her skills in budgeting, procurement, and program.



TREVOR LODGSON

*Government Programs Administrator
TROSA, Inc.*

Trevor Logsdon serves as the Government Programs Administrator at TROSA, where he draws on both professional expertise and personal experience to support individuals navigating the challenges of reentry. After spending many years in active addiction and becoming justice-involved, Trevor entered TROSA as a resident and successfully completed the program. Now, he dedicates his work to helping others rebuild their lives through TROSA's Modified Therapeutic Community model, which emphasizes accountability, evidence based practices, skill development, and peer support. Trevor's lived experience offers a unique perspective on the transformative power of programs like TROSA, making him a passionate advocate for reducing recidivism and promoting long-term recovery.



DR. LANDON B MASON

*Executive Director
Economic Improvement Council*

Dr. Mason is currently serving as the Executive Director of the Economic Improvement Council Inc. consisting of a Head Start program, Section 8 Housing Voucher program, Community Service Block Grant program, Early Head Start program and a Weatherization program. The Economic Improvement Council is currently providing empowerment services to children and families in 13 counties in Northeast North Carolina. In addition to serving as the Executive Director of a Community Action Agency, Dr. Mason is the President of the North Carolina Community Action Association consisting of 34 Community Action agencies in the state of North Carolina.

Dr. Mason has also provided pastoral leadership to the Greater Saunders Grove Missionary Baptist Church in Hertford, NC for twenty-two years. He is the Former President of the Ministerial Alliance of the Roanoke Missionary Baptist Association consisting of seventy-three churches, President of the Perquimans County Fellowship consisting of eleven churches, former President of the Perquimans County Ministers for Education and the leader of the Field Workers Ministry of the Roanoke Missionary Baptist Association.



CLIMBING TOGETHER

Our Speakers



NORA SPENCER

*Founder & CEO
Hope Renovations*

Nora El-Khoury Spencer is Founder and CEO of Hope Renovations, a nonprofit with a dual mission: to empower underemployed women and gender-expansive folks into careers in construction while helping older adults stay in their homes their whole lives.

Drawing on her background in social work and corporate recruiting, Nora created a pre-apprenticeship training program that empowers women and individuals of all gender identities to pursue high-wage careers in construction. Hope Renovations also serves the community by providing critical home repairs and renovations for seniors, allowing trainees to gain hands-on experience while making a meaningful difference. Nora's innovative approach addresses workforce development, gender fairness, and aging in place in one cohesive model. Her award-winning work has been featured in national media, and she is a passionate advocate for equitable economic opportunity and intergenerational support.

PRECONFERENCE SPEAKER



LARISSA HARARI

*Engagement Manager
Global Good Fund*

Larissa is a social impact strategist with extensive experience in nonprofit management, consulting, and leadership development. At Global Good Amani, she leads the execution of high-impact consulting projects across U.S. operations, ensuring client objectives are met with excellence. She specializes in structured project management, stakeholder engagement, and translating strategic concepts into actionable plans that drive measurable results. Working at the intersection of social impact and organizational effectiveness, she collaborates with Fortune 100 companies, foundations, and government agencies to enhance their mission-driven initiatives.

As the driving force behind The Global Good Fund's consulting programs, Larissa ensures seamless operations and empowers clients to engage meaningfully in leadership development initiatives. With a background in community development, facilitation, and social innovation, she brings a global mindset and human-centered approach to problem-solving.

WORKSHOP SPEAKERS



PATRICIA BEIER, MSA, CCAP

*Chief Executive Officer
WAGES, Inc.*

Patricia Beier, MSA, CCAP serves as Chief Executive Officer for WAGES, a large community action agency in Wayne County, North Carolina, serving eastern North Carolina. In this role, she provides executive leadership and oversight for 10 diverse human service programs. She is also actively involved in her community serving on the local Domestic Violence Shelter Board, Literacy Council Board and the Goldsboro-Wayne Habitat for Humanity Board of Directors. In addition, she currently serves on several statewide and regional and national Boards, including as Immediate President of the North Carolina Head Start Association and NC Child, the Vice-President of the SEACAA Board, the Region IV Head Start Association Board and also provides consultative services, training and development strategies for non-profit companies throughout the southeastern United States.

WORKSHOP SPEAKERS *Continued*



DREW CORBETT
*Community Development
Operations Manager
Piedmont Triad Regional
Council*

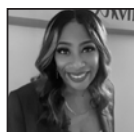
Drew Corbett is the Community Development Operations Manager for Piedmont Triad Regional Council. He has over 16 years of experience in the Weatherization and Energy Auditor field. He began his career in 2009 with Alamance County Community Services as an entry level crew member, and as his skills developed his roles transitioned to Crew Leader, Field Supervisor, Auditor, and Lead auditor. He has been with Piedmont Triad Regional since 2014. He holds the Building Performance Institute's Energy Auditor, Quality Control Inspector, Building Analyst Technical, and Building Analyst Professional certifications. He is an avid family man and Little League coach for youth teams and would rather be on the beach.



TERRY DAVID
*CEO
Families & Communities
Rising*

Prior to joining FCR, Mr. David served as Head Start Director at Operation Breakthrough in Durham, NC and also with Monticello Area Communication Action Agency in Charlottesville, Virginia. When he joined FCR in 2014, he served as the Director of the Head Start and Early Head Programs. In 2018 he was named both Head Start Director and Executive Director of the organization.

In addition to his duties at FCR, Mr. David currently serves as the President of the North Carolina Head Start Association, Board Member for Region IV Head Start Association and was recently appointed by Governor Roy Cooper to serve on the Early Education Council for the State of North Carolina. Mr. David is passionate about providing high quality early childhood programming that will enhance the quality of life for children and families.



STEPHANIE L. COX
*CSBG Program Director
Coastal Community
Action, Inc.*

Stephanie Cox, CSBG Director for Coastal Community Action, Inc., has over 26 years of interpersonal experience devising strategies that break barriers of poverty, and creating healthy alternatives for low-income individuals and families in Craven, Carteret, Jones, and Pamlico Counties. She serves as a liaison with partnering agencies to create evidenced-based and solution driven solutions, expanding Community Action's fight towards poverty elimination.

Stephanie began work with Coastal at age 19 as a Head Start Parent, and soon began working as a Purchase of Care Teacher. After obtaining her (CDA) Child Development Associates Credential, Stephanie became a Teacher Assistant. In 2016, Stephanie transitioned from the Head Start Program into the CSBG Program as a Family Development Specialist. In 2019, Stephanie became CSBG Program Director.

Stephanie is a Nationally Certified (ROMA) Results Oriented Management Accountability Implementer, a (PCELC) Professionally Certified Empowerment Life Coach, and a (CRM) Certified Community Resiliency Model Trainer. Stephanie is passionate about the work that she does in Community Action, and is even more passionate about ensuring that the most prevalent needs of the low-income population in her service areas are recognized, understood, and met.



CAREY GIBSON, MSW,
*NCRP, CCAP
Deputy Director
Association of Nationally
Certified ROMA Trainers*

Carey Gibson holds a Master of Social Work from the University of North Carolina at Chapel Hill. A Certified Community Action Professional, Master ROMA Trainer and Implementer, she is Project Manager for the National ROMA Training and Certification Project & Deputy Director of the Association of Nationally Certified ROMA Professionals. Carey has 26+ years of professional social work experience and provides training and technical assistance to the community action network.



DR. KENSTON J. GRIFFIN
*Founder and CEO
Dream Builders
Communication, Inc.*

Dr. Kenston J. Griffin is a distinguished keynote speaker, accomplished best-selling author, international leadership expert and highly sought-after trainer and certified executive coach. He consistently pushes the boundaries of conventional thinking and is recognized for his exceptional presentations in various divisions, including corporate, education, government and non-profit. Dr. Griffin attained his bachelor's degree from Livingstone College, completed his master's degree in an impressive one year at the University of South Carolina and his doctorate from Wilberforce University.

As the Founder and CEO of Dream Builders Communication, Inc. (DBC), Dr. Griffin and his elite team are a full-service consulting firm specializing in proprietary assessments, professional/organizational development, process improvement, executive coaching, strategic planning and crisis management.



CLIMBING TOGETHER

Our Speakers

WORKSHOP SPEAKERS



SONIA JOYNER
*Director of Home Ownership Programs
North Carolina Housing Finance Agency.*

Sonia Joyner is a lending, housing, and community development expert with more than 40 years of experience in the private and public sectors. Much of Sonia's career has been with the North Carolina Housing Finance Agency, a self-supporting public agency whose mission is to provide safe, affordable housing opportunities to enhance the quality of life of North Carolinians.

Currently director of home ownership programs, Sonia's tenure at the Agency since 1997 has focused on first mortgage lending and underwriting, community-based home ownership programs and outreach and technical assistance to Agency partners. Her leadership on the NC Home Advantage suite of mortgage products, home ownership community programs and home ownership rehabilitation has contributed to the financing and rehabilitation of more than 185,000 homes, benefitting North Carolinians statewide.



L. MACY JONES
*Head Start Collaboration Director
NC Department of Public Instruction,
Office of Early Learning*

Macy is employed by the NC Department of Public Instruction in the Office of Early Learning. She's currently the Director of the NC State Head Start Collaboration Office. She has worked with Head Start and early childhood education in some capacity for 40 years. She is a teacher, mentor, coach, and said she tries to do her best to inspire others to be their best.

continues

L. MACY JONES, continued

When Morgan, Macy's daughter, was two, Macy enrolled in evening college classes and began working on her bachelor's degree. She received her B.S. in Human Services from Gardner Webb in 1995. She attended weekend classes for three years to earn her Masters. In 2001 she received the degree in Child Development and Family Studies from North Carolina Central University. Then, in 2006 she enrolled in the Master of Divinity program at Shaw University in Raleigh. In May of 2010 she was awarded a Master of Divinity Degree from Shaw.



PEG MORRISON
*HEAL NC Program Manager
North Carolina Community Action Association, Inc.*

Peg Morrison serves as the Program Manager for HEAL NC, a initiative designed to empower Head Start families to achieve sustainable livelihoods.

Before NCCAA, she spent the last 10 years with the National Alliance on Mental Illness – five in Ohio and five in North Carolina. At NAMI Ohio she learned to facilitate support groups and to teach the skill to others. At NAMI NC, the state contract she managed increased 85% to \$750,000.

Peg's earliest work in advocacy was with WSOS Community Action Commission of Fremont, Ohio. As their first public relations professional, she learned each program while creating marketing materials for Head Start, the Home Energy Assistance Program, Housing & Weatherization, Senior Centers, etc.



DUY NGUYEN
*Community Development Project Inspector
Piedmont Triad Regional Council*

Duy Nguyen has had a very interesting and versatile career thus far. After being involved in the medical field, like most of us he found Weatherization serendipitously. He had also been involved in construction and historical renovation projects, and he brings a unique insight that has been a welcomed addition.

Duy holds several Building Performance Institute certifications including Infiltration and Duct Leakage, Building Analyst Technical, Building Analyst Professional, Energy Auditor, and Quality Control Inspector. Duy is also a very accomplished guitarist and a die-hard metal fan.



KEVIN SCOTT
*Community Development Training Center Coordinator
Piedmont Triad Regional Council*

Kevin Scott has worked actively in the Weatherization Assistance Program since 2002. He learned core building science skills as an auditor with the North Carolina Weatherization Assistance Program.

As the program progressed and training was needed, he had the privilege of teaching those core skills to his colleagues, and in the process realized how much more he needed to learn.

Since then, he has gained many insights working with brilliant and talented people from several states and programs and has happily resigned himself to the fact that no matter how long he stays around, he should just keep learning and everything will be okay.



CLIMBING TOGETHER

Our Speakers

WORKSHOP SPEAKERS *Continued*



DEB HILL
Senior Director
TRC

Deb Hill is a Senior Director with TRC. She has worked at TRC (previously Lockheed Martin) for 25 years supporting both residential and commercial programs. Her current responsibilities include program management across the southeast primarily in NC, SC, VA, and Texas.

Ms. Hill's passion is the implementation of income qualified programs. She started her career as a Technical Field Monitor in energy efficiency and income qualified programs with the NC Weatherization Program. Having been part of the original start up for the Duke Energy Income Qualified Programs and support for the NCCAA as a subcontractor, Deb has had the honor to reunite with past colleagues, build new relationships and create new opportunities for the Service Provider Network that continues to make a difference.



MEREDITH COLEY
Project Manager
TRC

Meredith Coley is a Project Manager with TRC supporting Duke Energy Programs since 2015, focusing on program management, data tracking and reporting, and serving as the Captures IT liaison. She plays a vital role in ensuring the successful execution and integrity of Duke Energy Programs.



MARK LOURIS
Technical Field Advisor
TRC

Mark Louris is a familiar face who has almost 40 years of experience in the construction field. In weatherization, he has served in every position from Auditor, Crew Supervisor, Project Manager to Deputy Director, and currently serves as the Technical Field Advisor for TRC. He was instrumental in the development of the original NC Weatherization Installation Standards as a member of the NC Weatherization Policy Council from 2012 -2018 and practices the code of the 7-P's. Prior Proper Planning Prevents Pitiful Poor Performance.



JEREMY FIELDS
Project Coordinator III
TRC

Jeremy Fields has been with TRC supporting Duke Energy Programs since 2015. Jeremy plays an integral role across all program operations. Jeremy's passion is to provide the highest level of customer and technical support. He works closely with Service Providers for Captures training and provides continuing support for project submission and evaluation. Jeremy's tasks include operations and QA QC for both North and South Carolina.



TONY ERICKSON
Instructor, Everblue

Tony is a seasoned weatherization and energy efficiency professional with over 13 years of experience as a premier instructor for Everblue Training, specializing in Building Performance Institute (BPI) standards. His extensive background includes more than a decade with Utah's Weatherization Assistance Program, where he held multiple roles such as Air-Sealing Crew Member, Insulation Crew Leader, Inventory Controller, Energy Auditor, and Lead-Safe Weatherization Trainer.

Tony also brings a contractor's perspective through his experience owning and operating a general contracting business for four years. In addition to his technical expertise, Tony is active in the entertainment industry under the name Antonio Lexerot, offering services in consultation, training, and creative development through Lexerot Entertainment since 2002. His diverse background allows him to bring both practical knowledge and engaging communication to his training sessions.



JUAN CARVAJAL
Project Director
Everblue

Juan has nine years of experience in project management and operations and serves as Project Director at Everblue, leading weatherization software implementation, training, and workforce development. He supports state efforts to strengthen weatherization programs and improve energy efficiency for low-income households. Juan manages projects that enhance program delivery and workforce capacity through technology and training, while leading teams to develop innovative strategies that drive effective outcomes and continuous improvement.



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WORKSHOP SPEAKERS *Continued*



HEIDI DENISHCHICH
Project Manager
Everblue

Heidi is an experienced change management professional and project manager focusing on software implementation for weatherization programs. With over 12 years of experience leading organizational transformation, she focuses on delivering technology solutions that fosters energy efficiency initiatives and support regulatory compliance. Heidi is passionate about driving adoption, improving stakeholder engagement, and creating lasting impact through thoughtful, collaborative leadership.



CHRIS SULLIVAN
Training Project Manager
Everblue

Chris is a seasoned Training Program Manager with a strong foundation in workforce development for the construction industry, including HVAC, electrical, and carpentry trades. With years of experience designing and managing accredited training programs, Chris has successfully led teams, built strategic partnerships, and delivered impactful results for aspiring craft professionals. Currently serving as the Training Project Manager at Everblue Training in Davidson, NC, Chris brings this expertise to the growing weatherization field—supporting the next generation of energy efficiency professionals through practical, industry-aligned education.



LAURA SMAILES
Relationship Manager
Everblue

With over 25 years of experience in innovation, program implementation, and industry collaboration, Laura, Everblue's Relationship Manager, specializes in boosting outcomes in weatherization programming. Known for building strong partnerships and driving customer-centered solutions, she is focused on bridging the gap between communities, utilities, and service providers to expand access to energy efficiency. Laura brings deep insight into market trends, stakeholder engagement, and program development, helping organizations deliver impactful, scalable solutions for climate resilience and energy equity.



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Marionna C. Poke-Stewart, MPA MBA, Director

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*Sharon Velez Williams | Foster Care Community Relations Representative
919-608-4348 | Sharon.Williams@healthybluenc.com
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The North Carolina Housing Finance Agency is a self-supporting public agency that finances affordable housing opportunities for North Carolinians whose needs are not met by the market. Since its creation in 1973 by the General Assembly, the Agency has financed more than 318,830 affordable homes and apartments, totaling \$30.1 billion. The Agency provides financing through the sale of taxexempt bonds and management of federal tax credit programs, the federal HOME Program, the state and national Housing Trust Funds, and other programs.

Sonia B. Joyner

Director of Home Ownership Programs

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Todd Lyden (he/him)

Wake Tech Community College

Director, Small Business Center

Phone: (919) 335-1081

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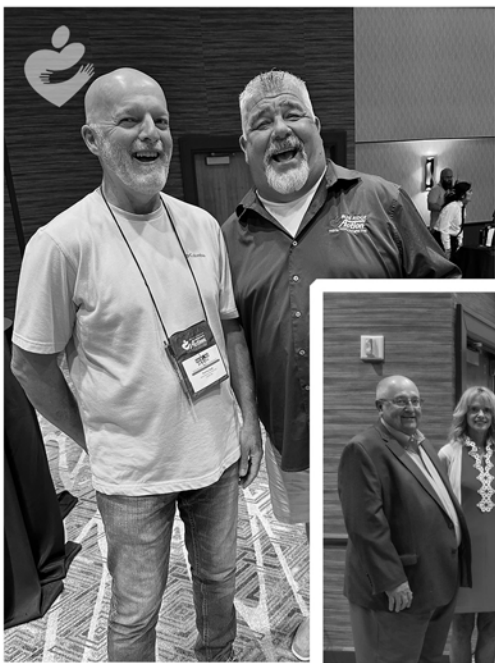
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