



NCESA VISION STATEMENT
Lead and inspire the members of the electronic security industry for the benefit of public safety.

NCESA MISSION STATEMENT
To enhance professionalism in the electronic security industry by delivering resources to our members through training, information and government relations.

Minutes

General Membership Meeting

North Carolina Electronic Security Association

3:30 p.m., Wednesday, May 4, 2016

Embassy Suites Hotel, Concord, NC

See permanent attendance record in file

Roger Parks called the meeting to order at 3:30 p.m.

Kirk Saunders, Secretary, established a quorum.

Kirk Saunders, Secretary, presented the March 21, 2016 Board of Directors Meeting Minutes and May 6, 2015 Annual Meeting Minutes. Dom D'Ascoli motioned to approve the minutes as presented. James Lee seconded the motion. Motion carried.

Treasurer Report

Roger Parks reported the financials with organization in good standing. Parks explained that the expected incoming Secretary had to recant his ability to take the position. Ken Henke has filled in as Interim Treasurer and will be nominated for the Incoming Treasurer today. Bank balance is over \$109k. Dom D'Ascoli motioned to approve the financial report as presented. Chris Lohr seconded the motion. Motion carried.

Committee Reports

Membership

Chris Lohr reported membership of 76 regular members and 20 associate members.

Scholarship

Chris Lohr reported presenting to Elizabeth Nelson from Waxhaw, NC. We will be presenting her award at the convention tomorrow. In the strategic plan, we should consider increasing the amount in the future.

Education

Don Childers reported that a Level 1 class is being offered this year for the 3rd year in a row. We pay Level 1 instructors and we need to get more Level 1 teachers. We need companies to allow their employees to become instructors. We are a leader state in all the states in the ESA.

Strategic Planning

Roger Parks reported that a survey will be offered to ask for member feedback on the future of the organization. Five years ago the strategic plan was laid, so we need to update the guideline for the next five years. Parks thanked all the people behind the scenes that implemented that plan. Honeywell is sponsoring the survey for a prize donation for participants. Jay Stone will have the 2010-2015 plan with the goals at the membership booth. With the change of the association's name, we have enhanced the branding of the association. Unfortunately, the membership has stayed level. The biggest success has been with the legislative initiatives with Colleen Kochanek's. Jerry tester, Ron Jackson and the board were all instrumental in developing the previous plan with help from Merlin Guilbeau.

President Report

Roger Parks reported that "change" has been definitely been the trend over the past few years. Parks shared his appreciation of all the people around him for his success. We are at a crossroads in many manners. We can't take people out of the equation even though technology is taking over.

Director Reports

Area Directors

Alan Yancey (Area 1) reported residential trend is taking ahead of last year. High end is flat from last year. Spec homes are coming back but not where they were at one time. Commercial trends are flat at this time. Alarm dealers are optimistic and trying to find more skilled labor which leads to wanting manufacturer to offer classes so employees can learn. There is concerned about DIY. Video and home automation are the hot topics. Yancey talked to the senator in his area about joint committee issues.

Jay Stone (Area 2) reported the industry is doing well. Commercial side is looking for good technicians. Stone is looking to help community colleges to develop a curriculum for teaching. Housing market is doing well.

Charlie Atkinson (Area 4) reported that he reached out to companies that are new to our association. He, as well, heard complaints about lack of skilled workers and millennials.

Chris Nobling (Area 5) reported residential area is trending up and commercial is trending down. It is still hard to find good skilled workers but business is good in the Raleigh market.

Dave Foster (Area 6) reported and reconfirmed all that has been said. Construction in the coastal areas is booming, but new construction has cooled down.

David Sperber (Associate Rep) reported construction and spec homes are up. Good technician help is needed and commercial building has slowed down but is still strong. Home automation is growing and companies are warming up to it.

Jonathan Stallings (Associate Rep) reported real-estate under \$350k is strong. There is not a lot of inventory for permits and good quality of techs is in need. ADI is doing well overall.

NCASLB

Ken Henke reported ASLB meeting was quiet and they recognized McLennan from the education area as he retired. They have added six new education classes. Online registration is under attorney review.

Merlin Guilbeau, ED of ESA, was welcomed by Roger Parks. He talked about the new educational offering for technicians that has been implemented so technicians don't have to attend in the classroom which NC gets a rebate. It is much recommended and Don Childers had a role in developing this. Over \$500,000 has been rewarded overall for the entire scholarship effort over the years.

Work force development is a main concern for all as our industry issue that ESA can assist. Workforce develop is the #1 issue companies want help. How can we attract and train a workforce? He recommends that workforce develop should be a strategic plan item. www.getintosecurity.com is a good website to encourage young people and those that want to retool to learn about the industry. ESA has developed a resource area to assist companies in helping companies find food workers in a toolkit. Job board is also available on the NCEA and ESA websites. Video offering in partnership with your company and ESA can be developed for each member company if you contact ESA for assistance. Race for Relevance book was recommended to read to engage young people.

Legal Counsel Report

Roger Parks discussed the lunch meeting with national companies to discuss the elimination of the licensing board. Colleen Kochanek reported short session report was distributed. They are tweaking the budget.

Many issues are carry over 797 bill is getting continued support and a new legislative friend at the legislature. The new law on tax on services is so complicated so we can't offer information because it is so confusing and the employees in Raleigh don't even know how to apply the law to business. She anticipates new tweaks will be implemented for better understanding in many industries. Changes should be expects but right now it is a mess. Monitoring is not taxable, but the rest may be so you should follow up with your tax advisors advice as a result of the uncertainty. Bottom line is what your specific business model determines if you need to take action so follow you tax advisors advise.

An oversight committee looked at some different boards that should be analyzed and didn't foresee the ASLB as a part of these specific boards but it was included so a group of representatives went to talk about the importance of the NCASLB. From the lunch meeting today, every group was not happy with how the licensing board is run. This group wants everyone to get together to rewrite 74d, so we need to get the bigger companies involved to make changes to the 74d. The larger companies are working on an amendment to not having to register their people. It is important to work together with the larger companies to represent the industry in this issue.

The board is in favor of keeping the licensing board and the licensing and training and background checks. We need to offer options to change instead of allowing a total elimination of the licensing board.

Bathroom bill will stay at the forefront as the national has cut off funding to education in NC.

Nominating Election of Officers and Directors and official swearing in by Colleen Kochanek
Chris Lohr, President, Roger Parks, Past President, Jay Stone, Vice President, Open, Secretary,
Ken Henke, Treasurer, Alan Yancey, Area 1 Director, Darwin Smith, Area 2 Director, Jeremy Brooks, Area 3,
Director, Charlie Atkinson, Area 4 Director, Chris Nobling, Area 5 Director, Duncan Hubbard, Area 6 Director, ESA
Representative – Don Childers (Vote)

Awards Presentation

Chris Lohr/Roger Parks presented awards to appropriate board members and specialty award winners.

At 5:15 p.m., Don Childers motioned to adjourn. Kirk Saunders seconded the motion. Motion carried.