

# Carolina Health Centers



Meeting Minutes by:

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## Board of Directors Meeting

Date: December 15, 2025

Attending Chair: Abby Banks

<b>Board of Directors:</b>			<b>Staff</b>		
Name:	Present	Absent	Name:	Present	Absent
Banks, Abby – Chairperson	X		Simons, Locke	X	
Britt, John – Vice Chair	X		Ferguson, Miriam	X	
Brown, Rodriguis	X		Mellette, Dominic	X	
Bullard, Greg (ex-officio)	X		Clem, Chris	X	
Ferguson, Gail		A	Fabiyi, Yomi	X	
Gale, Julian	X		Manner, Rachel	X	
Jennings, Sojourner	X		Anderson, Tim	X	
Kapetanakos, Kimberly		A	Waters, Alyson		A
Luna, Mario	X				
O’Neal, Malcolm	X				
Otabor, David	X				
Ramage, Bonnie (Boo)	X				

<u>Agenda Item</u>		<u>Discussion</u>	<u>Decision/Action</u>
Call to Order	Abby Banks	Ms. Banks called the meeting to order at 6:01 PM	
Invocation		Mr. John Britt lead with a brief invocation.	
Attendance		The quorum was confirmed.	
Approval of Board Minutes		Approval of November 2025 meeting Minutes with acknowledgment of corrections.	The board unanimously approved the November 2025 minutes on a motion made by Bonnie Ramage and second by Malcolm O’Neal.

### **Approvals for Grant Submission:**

Grant	Miriam Ferguson, CEO	<b>ACTION ITEM:</b> Miriam presented CHC’s grant for the upcoming non-competing grant year submission on January 9, 2026.	The board unanimously approved the narrative and budget with a motion by John
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			Britt and a second by Julian Gale.
<b>Policy Review:</b>			
Compensation Policy	Miriam Ferguson, CEO	<b>ACTION ITEM:</b> CHC's Compensation Policy was presented for triennial review/approval.	The board unanimously approved the Compensation Policy with a motion by Malcolm O'Neal and a second by John Britt.
Employee Grievance and Conflict Resolution Policy	Miriam Ferguson, CEO	<b>ACTION ITEM:</b> CHC's Employee Grievance and Conflict Resolution Policy was presented for triennial review/approval.	The board unanimously approved the Employee Grievance and Conflict Resolution Policy with a motion by John Britt and a second by Malcolm O'Neal.
Equal Opportunity Employment Policy	Miriam Ferguson, CEO	<b>ACTION ITEM:</b> CHC's Equal Opportunity Employment Policy was presented for triennial review/approval.	The board unanimously approved the Equal Opportunity Employment Policy with a motion by John Britt and a second by Julian Gale.
Pay Scale 25-26	Miriam Ferguson, CEO	<b>ACTION ITEM:</b> CHC's Pay Scale 25-26 was presented for triennial review/approval.	The board unanimously approved the Pay Scale with a motion by Malcolm O'Neal and a second by John Britt.
Termination Policy and Procedure	Miriam Ferguson, CEO	<b>ACTION ITEM:</b> CHC's Termination Policy and Procedure was presented for triennial review/approval.	The board unanimously approved the Termination Policy and Procedure with a motion by John Britt and a second by Malcolm O'Neal.
<b>Other Business:</b>			
Board Meeting Schedule	Miriam Ferguson, CEO	Distributed tentative Board meeting schedule for 2026 calendar year.	
Next Meeting		The next regular meeting of the Board of Directors for Carolina Health Centers will be on <u>January 19, 2026</u>	

Adjournment			The board unanimously voted to adjourn with a motion from Malcolm O'Neal and second by Julian Gale.
Board Chairman Abby Banks	Electronic Signature 		