



Leadership North Carolina

Class XXIX

Blue Cross and Blue Shield Health and Human Services Session
February 1-3, 2022, Virtual

Session Workbook

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This workbook contains links and materials you will need to make the most of your HHS session. Please download it or have it accessible online during the program.

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General Session Resources

Zoom Links and Instructions

Each segment of the HHS session can be joined through a unique Zoom link. Please log into each portion of the program a few minutes early—content will start promptly.

During breaks, stay logged into the Zoom session but mute your camera and microphone. If you accidentally log out at any point during the session, please log back in using that segment's link. You will enter the waiting room and we will admit you back into the session as soon as possible. Be sure to return from breaks promptly so you don't miss any content when the program resumes.

- [Camino Health Center: Celebrating Strengths and Meeting Needs \(Optional\)](#): Tuesday, February 1, 2:00 – 4:00 pm
- [Wednesday Session Programming \(Required\)](#): Wednesday, February 2, 8:30 am – 4:00 pm
- [Thursday Session Programming \(Required\)](#): Thursday, February 3, 8:30 am – 2:30 pm

LNC Staff Contact Numbers

If you need help during session, please text a member of the LNC team at the numbers below. Kelly is lead on program content and attendance and general questions. Emily is lead on all things Zoom and technical. Remember: Include your name in your text so we know who we are responding to.

- Kelly Turner (919) 523-4336
- Emily Smith (919) 538-4693
- Brian Etheridge (919) 609-1113
- Maggie Stroud (919) 830-1110

Agenda Link

The detailed HHS session agenda is available through [this link](#).

Speaker Directory Link

The HHS session speaker directory is available through [this link](#). Speakers and planning committee members will be introduced briefly during the program. We encourage you to explore the speaker directory to learn more about them. Contact information is included if you would like to follow up with anyone. We encourage you to reach out with a note of thanks for their contributions to the session.

Zoom Protocols and Technology Tips Link

Zoom protocols and technology tips and instructions can be found through [this link](#).

Homework and Resources

All session homework and resources can be found on [this page](#) of the Class Portal. Be sure to complete the assignments listed below before session starts.

Check for a Zoom Update Before Tuesday—Required

Make sure you are running the most up-to-date version of Zoom before the HHS session starts on February 1.

1. Log into the Zoom desktop client.

2. Click on your profile picture.
3. Select "check for updates" from the drop-down menu.
4. Apply any available updates.

Detailed instructions are available [here](#) from Zoom.

Making Ends Meet Simulation Preparation—Required

This is your most important homework

Thursday morning's program will include the "Making Ends Meet" simulation. To get the most out of this exercise, please do the following before Thursday morning:

- Review the detailed simulation instructions and materials [under "Thursday Program Materials" later in this workbook](#). Get familiar with your assigned scenario and start thinking about your shopping list.
- Watch this 15-minute [Making Ends Meet instructional video](#) explaining simulation instructions and resources. One small change from the video: You will do this exercise in your Learning Teams, not in the smaller groups mentioned in the video.
- Review the simulation resources and be prepared to ask any questions about WIC or SNAP or food insecurity in general during Thursday's "Food Insecurity" presentation or during the simulation instructions segment.
- Consider volunteering to serve as your team's Shopping Navigator (browser access and ability to share your screen during a breakout session required) or Expense Tracker (access to Google sheets during breakout session required).
- [Food Insecurity in NC—Interactive Map](#) Click "Play Map Overview" to learn how the map works and then explore the map yourself.
- [Bountiful Blessings Food Pantry](#) Watch this short video.

Links to Explore—Required

Review the following resources and especially the detailed Making Ends Meet materials included later in this workbook before the session kicks off on February 1.

- [America's Health Rankings](#)—full website. Links to select NC reports recommended for pre-reading included below.
 - [America's Health Rankings: 2021 Annual Report—NC](#)
 - [America's Health Rankings: 2021 Health of Women and Children—State Summaries](#)
 - [America's Health Rankings: 2021 Senior Data—State Summaries](#)
- ["Racism Is a Public Health Crisis," American Public Health Association](#)

Session Resources—Recommended

Additional resources related to session content are also available on the session [Homework and Resources page](#). You are encouraged to explore those that interest you, both in advance of and following the HHS session.

Tuesday Program Materials

There are no special materials for Tuesday's content.

Wednesday Program Materials

There are no special materials for Wednesday's content.

Thursday Program Materials

Making Ends Meet Simulation—[Review All Materials Prior to Session](#)

Instructional Video

Everyone should view this 15-minute [Making Ends Meet instructional video](#) before February 1.

Simulation Resources

All participants are encouraged to review the following resources in advance and have them pulled up during the simulation. Tip: Right click on the following links to open each of them in a new tab for easy navigation across all sites during the simulation.

- [Walmart Grocery Website](#)
- [WIC Shopping Guide](#)
- [SNAP Guidelines](#)
- [MyPlate Kitchen](#) and [Good and Cheap](#)
- Your Team's Customized Spreadsheet
 - Unique links for each Learning Team are included under scenario assignments below
 - Be sure you are viewing and entering data in the Google spreadsheet specific to your team! If you don't see your name in the team list at the top of your spreadsheet, you're in the wrong place.

Overview

Making Ends Meet is an interactive role-playing activity that demonstrates the struggles involved in obtaining food when faced with limited resources. The goal of this activity is to increase awareness of food insecurity and the difficulties many individuals encounter in obtaining adequate amounts of nutritious food. Participants, organized in teams, role-play individuals struggling to feed their families. During this simulation, participants must take into account their defined income, expenses, special events, and changes in their lives when determining how much money they can spend on food. While the complex realities of food insecurity cannot be fully replicated by a simulation, "Making Ends Meet" highlights issues and challenges in a compelling and eye-opening exercise.

Objectives

Participants will be able to

- Appreciate the relationship between hunger and poverty
- Identify major barriers to food security
- Increase awareness about hunger, poverty, and food insecurity

Definition

Food security is defined as access by all people at all times to enough food for an active, healthy life. At minimum, this includes the ready availability of nutritionally adequate and safe foods and the assured ability to acquire personally acceptable foods in a socially acceptable way. Characteristics of a food secure community include:

- The availability of a variety of foods at a reasonable cost
- Ready access to grocery stores and other food sources

- Enough personal income to purchase adequate food to meet nutritional needs of all household members
- Freedom to choose acceptable foods
- Personal confidence in the safety and quantity of food available
- Easy access to good information and nutrition

The Rules

Each team will be assigned a scenario and will use an online shopping platform to select a week's worth of healthy food for themselves and their "family."

- Teams are given a maximum amount of resources—a combination of WIC and SNAP benefits and cash—that they can spend on food for the week. This figure is highlighted in green on each scenario.
- Purchases made using SNAP benefits must meet the [guidelines of the SNAP program](#).
- Purchases made using WIC benefits must meet the [guidelines of the WIC program](#).
- Teams should attempt to get a wide variety of healthy food including grains, proteins, vegetables, fruits, and dairy products.
- Teams are encouraged to select ingredients for two recipes prepared from choices available at USDA's [MyPlate Kitchen](#) or [Good and Cheap](#).
- Teams should keep in mind extenuating circumstances, i.e., housing instability, food allergies, etc. when making purchasing decisions.
- Teams may decide to not purchase food for all family members, i.e. parents might eat less so their children can have more.
- Some teams may be presented with additional constraints or challenges during the course of the simulation.
- Teams and scenarios have been assigned in advance. Real-time adjustments to the makeup of teams and assignment of scenarios will be made as needed to adapt to changes in attendance, technology challenges, etc.
- All team members must be active participants in the decision-making and grocery selection process.

Assumptions and Adaptations

- A limited number of online grocery platforms, including Walmart, Carlie C's, and Amazon, allow use of SNAP benefits. The Walmart platform was chosen for this exercise for its user-friendly search tool to identify EBT-eligible products.
- Assume that it is July—school is not in session, so you cannot rely on school breakfast and lunch for school-age children.
- Assume that you have Internet access and that online ordering and pickup or delivery are free OR imagine you are shopping in person for the selections available through the online shopping platform and that you have access to a store with healthy, appropriate choices.
- Common expenses (clothing, school supplies, medical expenses, etc.) and emergency expenses are not factored into these scenarios and would present an additional financial burden.
- If the family in your scenario qualifies for WIC benefits, details of their package are included with your scenario. Actual WIC benefits are allotted on a monthly basis through an EBT card and are connected to specific items, brands, and quantities as outlined in the [WIC Shopping Guide](#), i.e. "12 oz or larger size bag or box of Food Lion Tostitos Toasted Oat Cereal" but not "Cheerios." When shopping in a physical store, users with smartphones can use the eWic app to scan items while they shop to make sure items qualify and that they have a corresponding benefit remaining in their account for the month.

- For the purposes of this exercise: The monthly quantity has been divided by 4 as a guideline to match the one-week timeframe for the simulation. You may take liberties as needed if the smallest size allowed in the shopping guide is larger than your weekly quantity. For example, you might qualify for 36 ounces of breakfast cereal for the month. This breaks down to 9 ounces per week, but the smallest allowed quantity for cereal in the shopping guide is 12 ounces. For this simulation, you can choose a 12-ounce box even though that is greater than your weekly allotment. Just try not to buy more than $\frac{1}{4}$ of your monthly WIC allocation during the exercise.

Assigning Team Roles

(5 minutes) The simulation will be conducted in breakout rooms with your Learning Team. Teams will work together to decide how to make the most of their limited resources. There are three required roles, but everyone will be able to participate in several ways.

- Each team should start by assigning a Shopping Navigator and an Expense Tracker.
 - Shopping Navigator: Needs Internet access and ability to share screen on an active browser during breakout session. This person will select items based on the group's input and add them to the digital shopping cart per their team's decisions about purchases. They do not need a Walmart account and should NOT actually purchase items.
 - Expense Tracker: Needs access to Google Sheets during the exercise. This person will use a customized Google spreadsheet to track purchases and expenses, to make sure the team stays under budget, and to log how the team allocates their resources. A calculator or calculator app will also be helpful.
 - Menu and Resource Monitors: Everyone else! The rest of the team will make sure purchases meet SNAP and WIC guidelines, keep the team on track around making healthy choices, and encourage selection of ingredients for two recipes from USDA's [MyPlate Kitchen](#) or [Good and Cheap](#).
- All team members are encouraged to have the following resources open during the exercise. For easy navigation, right click to open each link in a new tab of your browser.
 - [Walmart Grocery Shopping Link](#)
 - [WIC Guidelines](#)
 - [SNAP Guidelines](#)
 - [MyPlate Kitchen](#) and [Good and Cheap](#)
 - Your Team's Spreadsheet (links under scenario descriptions below)
- Each team will have a planning committee member assigned as a resource person for the exercise.

Crafting Your Shopping List

(5-10 minutes) After assigning team roles, each team will take the first 5-10 minutes to discuss their scenario, the needs of their family, and the items they want to prioritize on their shopping list. Don't forget to think about your list in terms of specific recipes you want to prepare.

Filling Your Virtual Shopping Cart

(30 - 40 minutes) Once your team has planned your shopping strategy, follow the steps below to add items to your virtual shopping cart. The Shopping Navigator should:

- Share his or her screen via Zoom and open a browser to [Walmart Grocery](#).
- Search for an item from your list by name or category.

- Add the item to your cart and choose the desired quantity.
- Repeat the steps above until you have run out of time or money or until you think you've built a cart that meets your family's needs for the week.
- If you have WIC and/or SNAP benefits, check each item against the [WIC Shopping Guide](#) or the [SNAP Shopping Guidelines](#) to see if it is covered under your defined benefits. You can decide as a team whether to define your resource allocation for each item as you go or after you have items in your cart.
- By the end of the exercise, your team will need to define how you will pay for each item—via cash, WIC, or SNAP—and log this on your tracking spreadsheet.
- As time permits, try to select ingredients for two specific recipes.

Tracking Your Expenses

Each team's Expense Tracker will use a customized Google spreadsheet (links included with scenario assignments below) to log and track the items the Shopping Navigator adds to the virtual shopping cart. All team members are encouraged to open the spreadsheet and follow along, but only the designated Expense Tracker should enter the data. On the spreadsheet the Expense Tracker should:

- Note each item name and description, including size.
- Add the price and quantity.
- Make sure your total cost is calculated correctly
- Use the appropriate column to define which resource (cash, WIC, or SNAP) the group decides to use to pay for each item per the [WIC Shopping Guide](#) or the [SNAP Shopping Guidelines](#) and the details of your scenario. You can decide as a team whether to define your resource allocation for each item as you go or after you have items in your cart.
- A sample shopping cart with some items already added is included at the end of the spreadsheet for reference.

Helpful Tips

- You may add and delete items in your cart and on your tracking sheet throughout the exercise as you work to find the best balance of purchases for your family with your available resources.
- It's up to your team whether you allocate your resources (cash, SNAP, and WIC) as you go or after you have filled the first "draft" of your cart.
- You should NOT actually buy any groceries! Navigators should delete your virtual cart at the end of the exercise, especially if you are a regular Walmart shopper.
- All team members are encouraged to have the Walmart platform open to multiply your searching power—just be sure you only have one active cart in play.
- All team members are encouraged to have their team's Google spreadsheet open to track purchases—just make sure only your team's Expense Tracker is entering data.
- For those who are shopping with SNAP benefits, you can use a filter on the Walmart site to search for "EBT." First, search for any item. Then choose the "all filters" button below the search bar. Scroll down through the filters to choose "Benefit Cards" and check "EBT eligible." You will need to check this box for each new search.
- There is no search feature for WIC items. Use your [WIC Shopping Guide](#) to decide what fits your family's benefits.
- Do not worry about tax.

Scenarios and Expense Tracking Tools

There are three scenarios, and three teams will navigate each scenario. Each team will have a planning committee member in their breakout room to serve as a resource person and to share any real-time adjustments to your team's scenario.

Scenario One

Team 1A: Numero Uno (Manju, Shakira, Jeff, Deepa, Sarah, Pete). *Resource person: Rick Carrico*

- [Team 1A Expense Tracking Spreadsheet](#)

Team 1B: OMNIA (Tinu, Beckie, Erin, Ryan M., Kirk, John T., Kelly W.). *Resource person: Lavondia Alexander*

- [Team 1B Expense Tracking Spreadsheet](#)

Team 1C: LEAD 29 (Michelle, Mat, Rachel, Denika, Sharon, Jeff S., John W.). *Resource person: Katherine Parker Lucas*

- [Team 1C Expense Tracking Spreadsheet](#)

You are an administrative assistant at a medium-sized media company. You are the never-married single parent of three children (a 12-week-old infant, a 6-year-old, and an 8-year-old). Your monthly take-home pay is **\$2150**. You pay **\$825/month** for your mortgage and **\$200/month** for utilities and insurance. You pay **\$700/month** in childcare costs. You pay **\$185/month** in car payments and fuel expenses and **\$75/month** on your phone bill. You are fully breastfeeding your newborn (breastfeeding during the night and providing pumped breast milk for during the day). To access the food support benefits that you qualify for, you must have a child support order in place. You left an abusive relationship and are afraid to push for child support, so you are not receiving these benefits.

Cash and SNAP	
Family of Four: 1 Adult, 3 Children	
Monthly	
Take-Home Pay	\$ 2150.00
Fixed Expenses	\$ (1985.00)
Cash Remaining	\$ 165.00
SNAP	\$ -
Total Cash Remaining Plus SNAP	\$ 165.00
Weekly	
Cash Remaining	\$ 38.08
SNAP	\$ -
Total Cash Remaining Plus SNAP	\$ 38.08
Weekly Cash and Benefits Available	\$ 38.08
Daily	
Food Budget Per Person Per Day	\$ 1.36

You may spend up to **\$38.08** in cash during the simulation. Because you are not receiving SNAP or WIC, you have no restrictions on how you spend your resources.

Scenario Two

Team 2A: DEPICK (Chris, Kathryn, Phil, Elayne, Irvine, Diamond). *Resource person: Mark Hensley*

- [Team 2A Expense Tracking Spreadsheet](#)

Team 2B: Wake Makers (Jennifer, Kevin, Pierre, Felicia, Cooper, Danika) *Resource person: Margaret Brunson*

- [Team 2B Expense Tracking Spreadsheet](#)

Team 2C: Titans of Grace (Amanda Balwah, Reva, DeWarren, Dionne, Jim, Ryan U.) *Resource person: Leslie Mason*

- [Team 2C Expense Tracking Spreadsheet](#)

You live with your husband and 2 children (ages 2 and 10) in a one-bedroom apartment. Your husband was injured while working a temporary construction job for which he was being paid under the table. He is unable to work but he hasn't been able to secure compensation for his injury. You work part-time, earning about **\$1500/month** most months. You have applications pending for Temporary Assistance for Needy Families and for disability benefits but are not receiving anything currently. Your rent is **\$1000/month** and utilities are **\$250/month**. You have an old car that is paid for and \$1100 in a bank account but owe thousands in pending medical bills, for which you have no insurance. You are in danger of losing your apartment. Your SNAP benefits are **\$166/month**. You also receive WIC benefits for your younger child. Your 10-year-old has aged out of the WIC program.

Cash and SNAP	
Family of Four: 2 Adults, 2 Children	
Monthly	
Take-Home Pay	\$ 1500.00
Fixed Expenses	\$ (1250.00)
Cash Remaining	\$ 250.00
SNAP	\$ 166.00
Total Cash Remaining Plus SNAP	\$ 416.00
Weekly	
Cash Remaining	\$ 57.69
SNAP	\$ 38.31
Total Cash Remaining Plus SNAP	\$ 96.00
Weekly Cash and Benefits Available	\$ 96.00
Daily	
Food Budget Per Person Per Day	\$ 3.43

You may spend up to **\$96.00** during the simulation, of which **\$38.31** is subject to [SNAP guidelines](#) and **\$57.69** is cash. You may also purchase one week's worth of the WIC items listed below. The WIC program has very specific instructions about what foods, including brands, quantities, and sizes, can be purchased with WIC benefits. Refer to the [WIC Shopping Guide](#) to make sure you are choosing qualified items. WIC benefits are allotted on a monthly basis through an EBT card. For this exercise, use the estimated weekly amount in the table below as a guide for what you can buy on this one-week shopping trip. In some cases the weekly quantity is smaller than the size or quantity allowed under the WIC

guidelines. You may adapt as needed for this exercise but try not to exceed ¼ of the total monthly benefit across all categories.

WIC Allotment		
Food Package IV: Children 1 through 4 Years		
Food Item	Monthly	Weekly (estimate)
Juice, single strength	128 oz	32 oz
Milk*	16 quarts	4 quarts
Breakfast cereal	36 oz	9 oz
Cheese	n/a	n/a
Eggs	1 dozen	4 eggs
Fruits and vegetables	\$8 in cash value vouchers	\$2 in cash value vouchers
Whole wheat bread**	2 pounds	½ pound
Fish (canned)	n/a	n/a
Legumes, dry or canned and/or peanut butter	1 pound (64 oz canned) OR 18 oz peanut butter	¼ pound (16 oz canned) OR 4.5 oz peanut butter

*Allowable options for fluid milk substitutions are yogurt, cheese, soy beverage, and tofu.

**Allowable options for whole wheat bread are whole grain bread, brown rice, bulgur, oatmeal, whole-grain barley, whole wheat macaroni products, or soft corn or whole wheat tortillas.

Scenario Three

Team 3A: PiedMount (Jon B., Samantha, Timothy, Kate, April). *Resource person: Kaycee Kalpin*

- [Team 3A Expense Tracking Spreadsheet](#)

Team 3B: Team CCS (Wanda, Dean, Alex, Brian H., Howard, Stephanie). *Resource person: Maggie Stroud*

- [Team 3B Expense Tracking Spreadsheet](#)

Team 3C: The Transplant Six (Brian D., Chantal, PJ, Julian, Amy, Edna). *Resource person: Rachel Bearman*

- [Team 3C Expense Tracking Spreadsheet](#)

You are a single woman with a 2-year-old daughter. You lost your job and your apartment when your child became sick and you had to stay home with her. You are technically homeless—you and your daughter are sleeping on a couch at the home of your cousin, who is married with three kids of his own. The apartment is small, and you have very limited space for storing food or preparing meals. As trade for letting you sleep on his couch, your cousin and his family regularly help themselves to the food you buy for yourself and your daughter. Your SNAP benefits are **\$430/month**. You also receive WIC benefits for your child.

Cash and SNAP	
Family of Two: 1 Adult, 1 Child	
Monthly	
Take-Home Pay	\$ -
Fixed Expenses	\$ -
Cash Remaining	\$ -
SNAP	\$ 430.00
Total Cash Remaining Plus SNAP	\$ 430.00
Weekly	

Cash Remaining	\$ -
SNAP	\$ 99.23
Total Cash Remaining Plus SNAP	\$ 99.23
Weekly Cash and Benefits Available	\$ 99.23
Daily	
Food Budget Per Person Per Day	\$ 7.09

You may spend up to **\$99.23** during the simulation, all of which is subject to [SNAP guidelines](#). You may also purchase one week’s worth of the WIC items listed below. The WIC program has very specific instructions about what foods, including brands, quantities, and sizes, can be purchased with WIC benefits. Refer to the [WIC Shopping Guide](#) to make sure you are choosing qualified items. WIC benefits are allotted on a monthly basis through an EBT card. For this exercise, use the estimated weekly amount in the table below as a guide for what you can buy on this one-week shopping trip. In some cases the weekly quantity is smaller than the size or quantity allowed under the WIC guidelines. You may adapt as needed for this exercise but try not to exceed ¼ of the total monthly benefit across all categories.

WIC Allotment		
Food Package IV: Children 1 through 4 Years		
Food Item	Monthly	Weekly (estimate)
Juice, single strength	128 oz	32 oz
Milk*	16 quarts	4 quarts
Breakfast cereal	36 oz	9 oz
Cheese	n/a	n/a
Eggs	1 dozen	4 eggs
Fruits and vegetables	\$8 in cash value vouchers	\$2 in cash value vouchers
Whole wheat bread**	2 pounds	½ pound
Fish (canned)	n/a	n/a
Legumes, dry or canned and/or peanut butter	1 pound (64 oz canned) OR 18 oz peanut butter	¼ pound (16 oz canned) OR 4.5 oz peanut butter

*Allowable options for fluid milk substitutions are yogurt, cheese, soy beverage, and tofu.

**Allowable options for whole wheat bread are whole grain bread, brown rice, bulgur, oatmeal, whole-grain barley, whole wheat macaroni products, or soft corn or whole wheat tortillas.

Debriefing Prompts

After the shopping activity, the full class will discuss their decisions and choices. Some questions to keep in mind as you go through the exercise include:

- What were you able to buy—and what were you NOT able to buy—with SNAP and WIC or with your available cash? Were you able to get enough food to last the week?
- What feelings or concerns did you have for your assigned family?
- What part of your scenario made it more challenging, stressful, or different than expected for you and/or your team?
- If you participated in the SNAP Challenge, how did that influence your simulation experience?
- What were some of the strategies your group used to choose what you purchased?
- What would have made shopping easier? More challenging?
- How was your understanding of families that receive government food assistance (SNAP/WIC) impacted by this simulation?
- What are some possible impacts of consistently living and shopping under these types of circumstances?

- What factors contribute to situations requiring individuals to make tough decisions around feeding their families?
- If a legislator asked your thoughts about government food assistance benefits (SNAP/WIC), what would you say?

Follow-Up Materials

Session Evaluation Link

Please complete your session evaluation through [this Google Form](#) by Friday, February 11. Thank you for sharing your feedback!

Economic Development Session Attendance Survey

Share your attendance plans for the March Duke Energy Economic Development session in Beaufort and Carteret County through [this Google form](#) by Friday, February 11.

Learning Teams: Prompts and Recording Form Link

Hold your Learning Team calls and submit your notes through [this Google form](#) by Friday, February 25. Be sure to save time during your call to assign roles for the simulation to be held during your Economic Development session.

General Program Resources

Class Roster

Your class roster is below and also available through [this link](#).



Leadership North Carolina Class XXIX Roster

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Senior House Manager, Men's Program
TROSA

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Erin Lynch Forsyth
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Julian Macaulay Jr. Gaston
SVP, Control Executive
Wells Fargo Bank N.A.

Howard Manning Wake
Executive Director
Dorcas Ministries

Jeff Marko Wake
Senior Tax Manager
DMJ & Co., PLLC

Dionne McLean Wake
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Danika Mills Wake
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Owner, Smitty's Notes & SmittysNotes.com

Sharon Smith Perquimans
Special Projects Administrator
Albemarle Commission COG

Diamond Staton-Williams Cabarrus
Director
Atrium Health

John Tartt Mecklenburg
Assistant Vice President
Atrium Health

Ryan Urquhart Durham
Principal Interaction Architect
Blue Cross and Blue Shield of North Carolina

Peter VanGraafeiland Wake
SVP, Member Services
Civic Federal Credit Union

Edna Wallace Durham
Manager, Strategic Partnerships
RTI International

Kelly Webb Wake
Director of Development
Communities In Schools of North Carolina

John White Guilford
Chief NC Lobbyist / Manager - State & Local Affairs
Dominion Energy

Learning Team Assignments

You have each been assigned to a Learning Team for the program year. Each session will offer opportunities for small-group work, simulations, and dialogue with your Learning Team members as well as with other LNC classmates.

Team 1: Numero Uno

Manju Bhat
Shakira Henderson
Jeff Marko
Deepa Naik
Sarah Prencipe
Pete VanGraafeiland*

Team 2: OMNIA

Tinu Akintola Diver
Beckie Brooks
Erin Lynch
Ryan Minto
Kirk Montgomery*
John Tartt
Kelly Webb

Team 3: LEAD 29

Michelle Fortune
Mat Hayes
Rachel Page
Denika Seymour*
Sharon Smith
Jeff Smith
John White

Team 4: DEPICK

Chris Brandenburg
Kathryn Bruner
Phil Feagan
Elayne Jones*
Irvine Sloan
Diamond Staton-Williams

Team 5: Wake Makers

Jennifer Allen
Kevin Baxter*
Pierre Bynum
Felicia Kline
Cooper Linton
Danika Mills

Team 6: Titans of Grace

Amanda Balwah*
Reva Holland
DeWarren Langley
Dionne McLean
Jim Musilek
Ryan Urquhart

Team 7: PiedMount

Jon Biggs
Samantha DeLoache
Timothy Downs*
Kate Glaze
April Harley

Team 8: Team CCS

Wanda Coley
Dean Drescher
Alex Fagg
Brian Heslin*
Howard Manning
Stephanie Norander

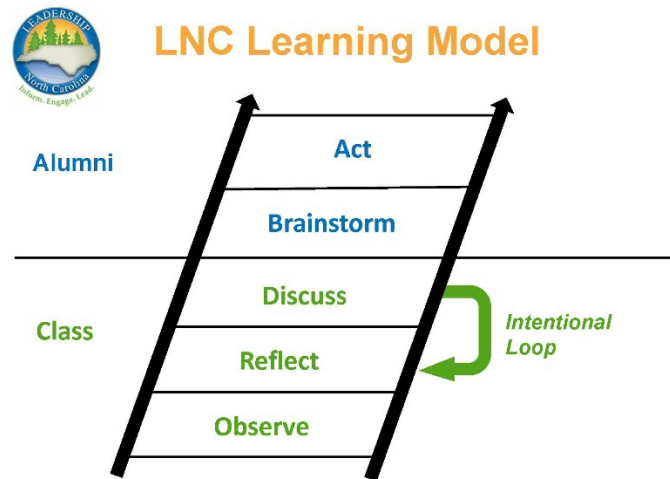
Team 9: The Transplant Six

Brian Denisar
Chantal Howard
PJ Klein
Julian Macaulay
Amy Policastro Schroeder*
Edna Wallace

*Team Navigator

LNC Learning Model with Guiding Principles and Team Agreements

The LNC Learning Model and Guiding Principles are included below and also available through [this link](#). Please make sure you have access to this material during the HHS session.



Guiding Principles

- What personal history am I bringing to the conversations?
- What are my biases?
- What do I already think?
- Am I only hearing the things that reinforce what I already think?

Class XXIX Team Agreements

- **Accountability:** Accept responsibility for your actions and speech, and encourage the same in others by fully participating, openly sharing, and actively listening, which will foster trust and respect.
- **Authenticity:** Be authentic by sharing your truth, speaking with candor, and contributing to building safe spaces with respect, honesty, and support for each other.
- **Candor:** Speak openly, honestly, and directly, while always maintaining respect for the listener and the process.
- **Clarity:** Provide clarity in communication that is both positive and assumes positive intent of others, and also demonstrates engagement in our activities and tasks.
- **Communication:** Communicate with positive intent, authenticity, and respect; remembering that listening is critical to communication, and that we must listen to learn and listen to understand – not to react.
- **Engagement:** Be here now by being present and engaged, actively participating and supporting others.
- **Enjoyment:** Increase enjoyment by using humor to foster a positive environment, where authenticity is respected.